

## The Influence Of Leadership On Employee Performance

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### Abstract

The purpose of the study is to examine how PT personnel' performance is impacted by leadership, work environment, and motivation. Prime Partner: Depok City Food. Primary data, or information gathered straight from original sources via questionnaires, is the kind of information utilized. The participants in this study are staff members of PT. Depok City Food Prime Partner. A sample of 97 respondents was acquired through the use of a purposive sampling technique. Multiple linear regression was used to test the hypothesis, Cronbach Alpha was used to assess reliability, and factor analysis was used to assess the validity of the question items. The findings of the study indicate that work environment variables have a positive and substantial impact on employee performance, motivation variables have a positive and significant impact on employee performance, and leadership variables have no influence on employee performance.

**Keywords:** Workplace, Leadership, Employee Performance, Motivation

### Introduction

Businesses must constantly ready themselves to meet the difficulties and changes that come with the current globalization period. Competition between economic actors gets more intense as corporate development keeps growing. Consequently, businesses must adopt innovative approaches to manage their operations in order to stay competitive and enhance growth in all areas pertaining to their business operations. Human resources are one component and supporting element that needs to be taken into account in order to meet business objectives. Human resources are a valuable corporate asset that businesses require in order for executives and staff to contribute well and complete duties as efficiently as possible in order to meet organizational objectives (Suprayitno et al., 2022). An organization's ability to maintain operations will be impacted if its human resources are neglected. In light of this, businesses or organizations must be mindful of how they manage their human resources, or personnel. Businesses may enhance each employee's unique qualities through effective human resource management, which can boost worker productivity.

Leadership and employee performance are highly associated (Suprayitno, 2021). A leader's ability to inspire his team members to achieve at their best leads to higher levels of employee performance. When leaders and employees have a solid working relationship, the performance of the organization will improve. In order to accomplish organizational goals, a leader must engage socially with his subordinates in order to gain their complete support and participation (Supraitno, 2020).

rather than the environment in which the organization is located and the people who are at the center of everything, the work environment is one of the factors that influence employee performance (Suprayitno, 2024) and is a work process where the environment interacts with each other according to a certain pattern. Each has certain characteristics and/or values regarding the organization that cannot be separated from each other.

Employees can be negatively impacted by a poor work environment, and vice versa. On the other hand, a comfortable workplace fosters a positive work culture, which helps employees perform at their best. An employee would feel at home in his office to carry out his activities and finish his tasks or responsibilities if he enjoys his work environment. Employee performance is significantly improved by the work environment, according to research by Bachtiar (2019). In the meantime, study by Komariyah (2020) demonstrates that employee performance is unaffected by the workplace.

The subject of this study is PT. Mitra Food Prime, a business that was established in 2014 and is involved in the sale of needs. This organization, which specializes in the trading sector, needs skilled workers to support its operations, particularly in the areas of product management and marketing. Data on staff performance accomplishment reports at PT. Food Prime Partners, which was obtained through written correspondence from PT. Mitra Food Prime, indicates variations in performance achievements between 2018 and 2023.

## **Studi Literatur**

### **Employee output**

Performance is the outcome of an individual's labor completed in accordance with job specifications (Suprayitno, 2019). According to Surayitno (2020), performance is the outcome attained by an individual in completing the duties allotted to him, which is determined by skill, experience, seriousness, and time. Kushendar et al. (2020) define performance as the means by which workers assess the extent to which they add value to the organization through services rendered and output outcomes.

### **Inspiration**

Motivation is a process that describes a person's strength, direction, and tenacity in an effort to attain goals, according to Robbins & Judge (2015). Motivated people will persevere through difficult activities for an extended period of time and inspire others to give it their all. According to Surayitno (2019), motivation is the state that enables others to perform activities in accordance with their roles within the company.

### **Workplace conditions**

Work facilities that assist employees in finishing the tasks assigned to them in order to improve employee work in a company are part of the work environment, which is everything surrounding workers or employees that can influence employee job satisfaction in carrying out their work so that maximum results will be obtained (Suprayitno, 2021).

## **Methods**

In this study, the population used was employees of PT. Food Prime Partners in Depok City, totaling 156 people. Meanwhile, the sample in this study used a purposive sampling technique. The sample criteria taken in this research are: 1) Permanent employees of PT. Food Prime Partners, 2), 3) Have a minimum work period of 5 years. Based on the results of the sample selection criteria above, the sample in this study amounted to 97 samples. This research uses primary data obtained from a survey in the form of a questionnaire to respondents, namely employees of PT. Food Prime Partners. Researchers also used a 1-5 Likert scale for respondents' answers to the questionnaire as data processing.

## **Results and Discussion**

### **Reliability Test**

A construct or variable is said to be reliable if the Cronbach's alpha value is  $> 0.7$  = reliable. The results of the reliability test can be seen in the table below as follows:

Table

Reliability Test Results.

No.	Variable	Reliability Standards	Cronbach's	Description
1.	Work Motivation (X1)	0,7	0,775	Reliable
4.	Work Environment (X2)	0,7	0,797	Reliable
5.	Performance Employee (Y)	0,7	0,955	Reliable

Based on Table 4, it can be seen that the Cronbach's Alpha value for each variable has exceeded the regulatory standard (0.7), namely work motivation of  $0.775 > 0.7$ , leadership of  $0.955 > 0.7$ , work environment of  $0.797 > 0.7$ , and employee performance of  $0.955 > 0.7$ , so it can be concluded from the results above that the questions on all variables are reliable and worthy of further research.

#### Model Test Determination Coefficient (Adjusted R2)

The degree to which variations in linked variables can be explained by the model is gauged by looking at its coefficient of determination. The value of the coefficient of determination is between 0 and 1. If the coefficient of determination is more than 0.5, the value is regarded as being fairly excellent. The better the model does at explaining fluctuations in connected variables, the higher its coefficient of determination value. Table 5 shows that the R2 has been changed to 0.546. This indicates that 56.5% of the employee performance variables are explained by variables not included in the model under study, with the remaining 54.6% being explained by work motivation, leadership, and work environment variables.

#### F examination

To determine whether the model can be used to forecast how the independent variables will jointly affect the dependent variable, the F test is performed to determine whether the model substructure is significant or not. Table 5 shows that the model is appropriate for usage since it shows that the variables of work motivation, leadership, and work environment have a joint/simultaneous effect on employee performance, with a calculated F value of 50.456 and a sig value of  $0.000 < 0.05$ .

#### Testing of hypotheses

To determine how much a single independent variable affects the dependent variable, hypothesis testing is utilized (Ghozali, 2016). The following are the requirements for hypothesis testing at a significance level of 0.05:

1. First hypothesis: Employee performance is influenced by work motivation

Table 5.14 provides information on the significance value ( $0.001 < 0.05$ ) and beta coefficient value (0.515), indicating a positive and significant relationship between work motivation (X1) and employee performance (Y). Therefore, the first theory is agreed upon.

4. Hypothesis 4: Employee performance is influenced by the work environment

Table 5.14 provides information on the significance value ( $0.007 < 0.05$ ) and beta coefficient value (0.447), indicating a positive and statistically significant impact of the work environment (X4) on employee performance (Y). The third hypothesis is thus approved.

## Discussion

### **The Influence of Work Motivation on Employee Performance**

Based on the results of empirical tests, it is known that work motivation has a positive and significant effect on employee performance. This means that the higher the employee's work motivation, the more the employee's performance will increase. According to Robbins & Judge (2015) motivation is a process that explains a person's strength, direction and persistence in an effort to achieve goals. Good work motivation and sufficient scope of work can also trigger employees to be able to maintain their mental state and work enthusiasm so that employees will carry out work with full positive encouragement in completing work in line with the set goals.

### **The Influence of Leadership on Employee Performance**

Based on the results of empirical tests, it is known that leadership has a positive and insignificant effect on employee performance. This means that the level of leadership does not affect the increase or decrease in employee performance. The absence of leadership influence on employee performance can be explained because based on the characteristics of the respondents, the majority of respondents in this study were aged between 22 - 26 years, which means they were dominated by junior employees in the productive working age category. At this time, employees tend to still have high idealism, apart from that, employees also tend to work according to their daily routine, so that employees at this age do not pay too much attention to their superiors because the most important thing for them is that their work can be completed according to their routine.

### **Influence of the Work Environment on Employee Performance**

Based on the results of empirical tests, it is known that the work environment has a positive and significant effect on employee performance. This means that the better the employee's work environment, the more the employee's performance will improve. A conducive work environment provides a sense of security and allows employees to work optimally. On the other hand, a work environment that is less supportive can have an impact on decreasing employee performance, this is because a work environment that is inappropriate, uncomfortable, and bad makes employees unable to adapt to the work environment in the company (Suprayitno, 2019). Working environmental conditions are said to be good or suitable if people can carry out activities optimally, healthily, safely and comfortably. If an employee likes the work environment where he works, then the employee will feel at home in his workplace to carry out his activities and complete his duties or responsibilities.

## Conclusion

Motivation has a positive and significant effect on the performance of PT employees. Food Prime Partner, Depok City. This can be interpreted that the better the implementation of work motivation, the resulting employee performance will increase. Leadership has no effect on the performance of PT employees. Food Prime Partner, Depok City. The work environment has a positive and significant effect on the performance of PT employees. Food Prime Partner, Depok City. This can be interpreted that the better the work environment, the greater the employee performance produced.

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