

The Effect of Leadership Style on Employee Motivation of PT. Anugrah Argon Medica, Jakarta Timur

Danang D Susilo

Sekolah Tinggi Perpajakan Indonesia, Jl. Matraman Raya No.27, RT.2/RW.1, Palmeriam, Kec. Matraman, Kota Jakarta Timur, Daerah Khusus Ibukota Jakarta 13140

E-mail: danang@stpi-pajak.ac.id

ARTICLE INFO

Article history:

Received: ...

Revised:

Accepted:....

Keywords:

Leadership Style;
Effect of Leadership Style;
Motivation.

ABSTRACT

Good leadership style the level of employee work motivation will increase. Giving motivation is the most important thing in a person's leadership, a good leader will always provide encouragement that motivates his employees to increase employee motivation. This study aims to determine the effect of leadership style on employee motivation at PT Anugrah Argon Medica. This study used a population of 28 employees with a sample of 26 respondents, data collection techniques using a questionnaire. The data analysis technique used is product moment correlation coefficient test, determination coefficient test and regression equation test with SPSS v20 data processing. Based on the calculation of the correlation coefficient, the value of 0.656 shows that the level of a strong relationship between leadership style and motivation, the coefficient of determination shows a value of 43%, indicating that the influence of leadership style on motivation is 43% and the remaining 57% is influenced by other factors that require research. Furthermore. Based on SPSS, the regression value of constant (a) is 64.357, while the value of leadership style (b) is 0.174, so the regression equation can be written as $Y = 64.357 + 0.174X$, a constant of 64.357 states that if the leadership style is 0, then motivation level of 64.357. While the X regression coefficient of 0.174 states that each additional value of leadership style is 1, the motivation value will increase by 0.174. Based on the hypothesis test, the t value is $2.181 > 2.055$, where the t value > from the t table, then H_0 is rejected and H_a is accepted, that is, there is an influence of leadership style on employee work motivation.

Copyright © 2021 Jurnal Mantik.
All rights reserved.

1. Introduction

In a good organization, of course there is a figure of a good leader in leading an organization. Because with a good leader, in his leadership it can affect all activities carried out in an organization. Leadership is sometimes understood as the power to move and influence people. Leadership is a tool, means or process to persuade people to be willing to do something voluntarily or joyfully.

Leadership touches various aspects of human life, so that conscious efforts to explore various aspects of effective leadership need to be carried out and even continuously improved. so that it cannot be denied that the success of an organization either as a whole or in various groups in a particular organization, is highly dependent on the quality of leadership contained in the organization concerned. The quality of leadership contained in an organization plays a very dominant role in the success of the organization in carrying out its various activities. This is how central the leadership factor is in organizational life until it can be said that leadership is the main issue faced by various organizations today.

Leadership is a science that examines in depth how to direct tasks in accordance with planned orders, the science of leadership has been increasingly developing along with the dynamics of human life development. A leader must have a leadership spirit, and the leadership spirit possessed by a leader cannot be obtained quickly and immediately, but a process that is formed over time until it becomes a characteristic. In the sense that there are some people who have leadership traits but with persistent efforts they are able to help establish the affirmation of their leadership attitude.

Leadership is an activity to influence employees in achieving common goals, a leader must be able to influence and direct each employee in order to achieve organizational goals. However, influencing and directing is not enough, but it also requires encouragement in order to foster employee motivation in every implementation of their duties.

Motivation is one of the most important aspects in determining a person's behavior, including worker behavior. In order for a leader to be able to motivate his employees, he needs to understand how the motivation process is formed. Motivation can also be said to be the factors that direct and encourage a person's behavior or desire to carry out an activity that is expressed in the form of hard effort. In general, it can be interpreted that motivation is a process that produces an intensity, direction / goal and individual persistence in achieving goals.

Leadership style is very influential on employee motivation, leadership performed by a leader in an organization plays an important role in employee motivation. The leadership style applied by the leadership will affect the situation and working conditions of the employees, this will be able to foster motivation and employee morale in doing their job well. By providing good motivation by the leadership to employees, employees will do their best for the betterment of the company.

2. Research Methods

This research was conducted at a drug distribution company named PT Anugrah Argon Medica which is located at Jl, Layur No.2a Kp Teak Pulogadung-Rawamangun, East Jakarta. The schedule and schedule for the implementation of the author's research describe it in tabular form.

2.1. Pre-implementation of research

a. Survey

The survey was conducted by directly observing the research location which will be used as the object of research at PT Anugrah Argon Medica.

b. Determine the title and research topic

After surveying the research location, the next step is to determine the title and formulation of the research problem.

c. Completion of administrative processes

After the proposal is approved, then complete the administrative process related to the guidance and implementation of the thesis.

2.2. Implementation

a. Data collection

Data collection was carried out directly by distributing a number of questions in the form of a questionnaire and filled in by respondents.

b. Report preparation guidance process

Guidance is carried out by supervisors who have been predetermined at the time of submitting a research proposal.

2.3. Preparation of reports

Arrangement of data, The compilation of the processed data is then compiled and processed using the method that has been determined and arranged systematically.

2.4. Collecting data in this study, the authors did with several methods, namely:

a. Questionnaire Method

Data collection techniques are carried out by providing a set of questions or written statements to respondents to answer.

b. Literature Study Method

The author collects data by reading and studying books in the library, shop, and other reading places related to the discussion of the final project. The author's reading sources come from expert books that are used to complement and find relevance related to the problem under study.

The basic concept of calculation that the writer uses in this study comes from Sugiyono in his book *Administrative Research Methods* (2013), namely:

Population is a generalization area consisting of objects / subjects that have certain qualities and characteristics that are applied by researchers to study and draw conclusions. Meanwhile, the sample is part

of the number and characteristics of the population. The population in this study were 28 employees of PT Anugrah Argon Medica. This sampling technique uses simple random sampling technique, which is said to be simple (simple) because the sampling of sample members from the population is done randomly without paying attention to the strata in the population.

3. Results and Discussion

The validity test is used to determine the feasibility of items in a list of questions in defining a variable. Validity is defined as the accuracy and accuracy of a measuring instrument in carrying out its function. Therefore, the authors tested the validity level of the questionnaire distributed to respondents using the SPSS program.

The validity value of each statement item can be found in the corrected item total correlation value of each statement item. By using 26 respondents, the value of r table can be obtained through df (degree of freedom) = 0.388. So, based on the data of the calculation of the correlation coefficient (r), it is known that all correlation items of variable X (leadership style) are greater than r table or 0.388, so the instrument is declared valid. Likewise, for variable Y (work motivation) greater than r table or 0.388 instrument, the instrument is declared valid. In testing the reliability using SPSSs, the steps taken are the same as the validity testing steps. Because both outputs appear simultaneously.

The reliability of a construct is declared good if it has Cronbach's $\alpha > 0.60$. To find the Cronbach's α value, the author uses the help of the SPSS V.20 program. Reliability testing is done by testing a questionnaire based on the X and Y variables, the results can be seen in the reliable test output.

Table 1.
Reliability test results of the questionnaire variables X and Y

Reliability Statistics	
Cronbach's Alpha	N of Items
.923	20

Source: SPSS V20 Processed Data

Reliability Statistics	
Cronbach's Alpha	N of Items
.839	20

Source: SPSS V20 Processed Data

Cronbach's α value > 0.60 .

The values of the X and Y variables are then substituted into the product moment correlation coefficient formula by processing the data with SPSS V20 to calculate the relationship and influence of leadership style on work motivation.

Table 2.
Correlation of X and Y variables
Correlations

		Leadership_style	Motivation
Leadership_style	Pearson Correlation	1	.656
	Sig. (2-tailed)		.002
	N	26	26
Motivation	Pearson Correlation	.656	1
	Sig. (2-tailed)	.002	
	N	26	26

Source: SPSS V20 Processed Data

Obtained the price of $r_{xy} = 0.656$ which shows that the relationship between the variable leadership style and work motivation calculated by the correlation coefficient is 0.656. This shows that the influence of leadership style with strong work motivation. Based on the table, it is obtained an interpretation that the correlation coefficient of 0.656 is in the strong category, so it can be concluded that there is a positive relationship of 0.656 between leadership style and motivation.

To find out what percentage of the influence of variable X on variable Y, by means of the processed data spss, the value of the coefficient of determination is obtained as follows:

Table 3.
The coefficient of determination
Variables Entered / Removed

Model	Variables Entered	Variables Removed	Method
1	Leadership_style ^b		.Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary

Mmodel	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,656 ^a	,430	,0328	5,26183

a. Predictors: (Constant), Leadership_style

Based on the table above, it can be concluded that the magnitude of the influence between leadership style on motivation is 43%, while the remaining 57% is another unknown factor outside the leadership style practiced at PT. The Grace of Argon Medica.

Table 4.
Simple Linear Regression
ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38,630	1	38,630	2,395	.002 ^b
	Residual	664,486	24	27,687		
	Total	703,115	25			

b. Predictors: (Constant), Gaya_kepemimpinan

Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	64,357	13,510		4,764	,000
	Leadership_style	,174	,147	,656	,181	,002

a. Dependent Variable: Motivation

Based on the table above, it can be interpreted that in the Coefficients table in column B the constant value (a) is 64.357, while the value of leadership style (b) is 0.174, so the regression equation can be written:

$$Y = a + bX$$

$$Y = 64.357 + 0.174X$$

The coefficient b is called the regression direction and represents the change in the mean of variable Y for each change in variable X by one unit. This change is an increase if b is positive and a decrease if b is negative, so that the equation can be interpreted as:

1. A constant of 64.357 states that if the leadership style is 0, then the motivation level is 64.357.
2. X regression coefficient of 0.174 states that each additional value of leadership style is 1, then the motivation value will increase by 0.174.

Table 5
Hipotesis
Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	64,357	13,510		4,764	,000
	Leadership_style	,174	,147	,656	2,181	,002

a. Dependent Variable: Motivation

Based on the above calculations, the t count = 2.181 with the number of respondents 26 (n-2) and an error rate of 5%, while the t table with 26 respondents (n-2) and an error rate of 5% is 2.055. So t count > t table. 2.181 > 2.055 then H_0 is rejected and H_a is accepted, that is, there is an influence of leadership style on employee work motivation.

In conclusion, it is found that t count is greater than t table, so H_0 is rejected, meaning that H_a is accepted, that is, there is an influence between leadership style on employee work motivation.

4. Conclusion

Conclusion regarding the influence of leadership style on work motivation at PT Anugrah Argon Medica. It can be concluded that the leadership style on the work motivation of PT. Anugrah Argon Medica employees has a positive and significant effect, which means that H_0 is rejected and H_a is accepted. This is shown by t count greater than t table at a significant level of 5%, namely t count > t table. 2.181 > 2.055 then H_0 is rejected and H_a is accepted, that is, there is an influence of leadership style on employee work motivation.

5. References

- [1] Ardana, komang. 2009. Perilaku Keorganisasian edisi 2. Yogyakarta:Graha Ilmu.Danim,sudarwan. 2004. Motivasi, Kepemimpinan dan Efektifitas Kelompok. Jakarta.PT Rineka Cipta.
- [2] Fahmi, Irham. 2013. Manajemen Kepemimpinan Teori dan Aplikasi. Bandung: Alfabeta.
- [3] Hasibuan, malayu. 2007. Organisasi dan Motivasi Dasar Peningkatan Produktifitas. Jakarta:PT Bumi Aksara.
- [4] Kartono, Kartini. 2005. Pemimpin dan Kepemimpinan. Jakarta: Raja Grafindo Persada.
- [5] Kartono, Kartini. 2010. Pemimpin dan Kepemimpinan. Jakarta: Rajawali Pers.
- [6] Rivai, Veithzal. 2004. Kepemimpinan dan Perilaku Organisasi. Jakarta: Raja Grafindo Persada.
- [7] Rivai, Veithzal dan Deddy Mulyadi. 2011. Kepemimpinan dan Perilaku Organisasi Edisi Ketiga Jakarta Utara:Rajawali Pers.
- [8] Safaria, Triantoro. 2004. Kepemimpinan. Yogyakarta: Graha Ilmu.
- [9] Siagian, Sondang P. 2010. Teori dan Praktek Kepemimpinan. Jakarta: Rineka Cipta.
- [10] Sugiyono. 2013. Metode Penelitian Administrasi (di lengkapi dengan metode R & D). Bandung: Alfabeta.
- [11] Suwatno, Donni Juni Priansa. 2011. Manajemen SDM dalam Organisasi Publik dan Bisnis. bandung:alfabeta.