



# THE INFLUENCE OF LEADERSHIP STYLE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT SMP NEGERI 46 JAKARTA

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## ABSTRACT

The purpose of this research is to determine the influence of Leadership Style and Motivation on Employee Performance at SMP Negeri 46 Jakarta using a research sample of 38 employees with data analysis techniques using multiple regression analysis. The research results show an R Square value of 0.633, meaning that Leadership Style (X1) has a significant effect on Employee Performance (Y) by 63.3%, while the remaining 36.7% is caused by the influence of other factors that were not studied. The R Square value of 0.701 means that Motivation (X2) has a significant effect on Employee Performance (Y) by 70.1%, while the remaining 29.9% is caused by the influence of other factors that were not studied. The Adjusted R Square value of 0.813 means that Leadership Style (X1) and Motivation (X2) have a joint and significant effect on Employee Performance (Y) of 81.3%, while the remaining 18.7% is caused by the influence of other variables that are not examined in this research.

## 1. INTRODUCTION

In an organization or company, leadership is an important factor. Leadership is seen as very important for two reasons: First, there is the fact that changing leaders often changes the performance of a unit, agency or organization. Second, research results show that one of the internal factors that influences organizational success is leadership, including the leadership process at every level of the organization, the competencies and actions of the leader concerned (Noviarita et al., 2021).

Another factor that influences work results apart from leadership is the need for motivation. Motivation itself means that there is a will that causes a person to carry out an action to achieve a certain goal tertentu (Rustamblin et al., 2013; Septiana & Hidayati, 2022). Motivation comes from the word motive which means "encouragement" or stimulation or "driving force" that exists within a person. Motivation is a person's personal condition that encourages the individual's desire to carry out certain activities to achieve goals. Motivation is important because with motivation it is hoped that every employee will work hard and be enthusiastic to achieve high performance (Aeni & Kuswanto, 2021).

Performance is a very important and interesting part because it has proven to be a very important benefit. An institution wants its employees to work seriously according to their abilities to achieve good work results (Hubertus, 2016). Without good performance from all employees, success in achieving goals will be difficult to achieve. Performance basically includes mental attitudes and behavior that always have the view that the work carried out now must be of higher quality than the work carried out in the past, so that the future will be of higher quality than now. An employee or employee will feel proud and satisfied with the achievements he has achieved based on the performance he has provided for the company (Hastuti et al., 2020). Good

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performance is a desirable condition in the world of work. An employee will achieve good work performance if his performance meets standards, both quality and quantity (Balota & Chumbley, 1984; Hajlita Dewi et al., 2021; Ilham, 2021).

Researchers conducted research at SMP Negeri 46 Jakarta, based on a survey conducted by researchers that the performance of employees at SMP Negeri 46 Jakarta decreased due to a poor leadership style in carrying out their duties as leaders. Where the leadership figure in leading employees so far has not been good, especially in the pattern of providing motivation and work enthusiasm for employees of SMP Negeri 46 Jakarta. The impact of these problems results in a lot of gaps between employees and leaders, which can reduce employee work results. Then, if you look at the motivation of each employee at SMP Negeri 46 Jakarta, it is slightly low, this is due to a poor leadership style, so that employees feel less comfortable in their work. They feel worried about orders from leaders who sometimes suddenly give unclear instructions and have an impact on employee performance results.

## **2. METHODS**

This research uses quantitative survey research. The research subject will be carried out at Jakarta 46 State Junior High School (SMP) located on Jl. The final pillar of Rt. 005 Rw.05, East Pejaten, Pasar Minggu, South Jakarta. In this study, the population taken was the population at State 46 Jakarta Junior High School (SMP), totaling 60 employees. By using the Slovin Formula, a sample of 38 employees was obtained. With the survey method in collecting data using multiple regression analysis in analyzing the data.

## **3. RESULTS AND DISCUSSIONS**

Based on the SPSS 24 output, the Test Statistics value is 0.157 which is greater than the level of significance (0.05). Thus, the data for the Leadership Style variable (X1) is normally distributed. Based on the SPSS 24 output, the Test Statistics value is 0.181 which is greater than the level of significance (0.05). Thus the data for the Motivation variable (X2) can be said to be normal. Based on the SPSS 24 output, the Test Statistics value is 0.184 which is greater than the level of significance (0.05). Thus the Employee Performance variable data (Y) can be said to be normal. Based on statistical analysis for the three variables (Leadership Style, Motivation, and Employee Performance) all show a normal distribution (Paramita, 2011; Rini Handayani, 2014). Therefore, analysis with parametric statistics can be continued to find simple regression equations X1 against Y and X2 against Y as well as to find multiple regression equations X1 and X2 against Y. The t table value at the 5% significance level with db = 38 is 1.686. Based on the regression coefficient table above, the calculated t is 7.876. Next, the calculated t value is compared with the table t value. It turns out that the calculated t is greater than the t table value ( $7.876 > 1.688$ ), meaning that  $H_0$  is rejected and  $H_a$  is accepted. Thus, the Leadership Style regression coefficient value has a significant effect on Employee Performance. The R Square value of 0.633 means that it proves that the Leadership Style variable has an influence on the Employee Performance variable by 63.3%, while the remaining 36.7% is influenced by other factors.

Based on the research results, the t count is 9.182. Meanwhile, the t table is 1.688 with the t table value. It turns out that the calculated t is greater than the t table value ( $9.182 > 1.688$ ), meaning that  $H_0$  is accepted and  $H_a$  is rejected. Thus, motivation has a significant effect on employee performance. The R Square value of 0.701 means that it proves that the Motivation variable has an influence on the Employee Performance variable of 70.1%, while the remaining 29.9% is influenced by other factors.

#### 4. CONCLUSION

The research results show an R Square value of 0.633, meaning that Leadership Style (X1) has a significant effect on Employee Performance (Y) by 63.3%, while the remaining 36.7% is caused by the influence of other factors that were not studied. The R Square value of 0.701 means that Motivation (X2) has a significant effect on Employee Performance (Y) by 70.1%, while the remaining 29.9% is caused by the influence of other factors that were not studied. The Adjusted R Square value of 0.813 means that Leadership Style (X1) and Motivation (X2) have a joint and significant effect on Employee Performance (Y) of 81.3%, while the remaining 18.7% is caused by the influence of other variables that are not examined in this research.

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