The Effect of Leadership and Motivation on Productivity Employees at PT. ISS Indonesia Bintaro - South Tangerang

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ABSTRACT

This study aims to determine the effect of leadership and motivation on employee productivity at PT. ISS Indonesia Bintaro, South Tangerang, either partially or simultaneously. The method used in this research is descriptive quantitative by using saturated sampling technique that is as many as 161 employees are all used as respondents. The results of leadership research have a significant effect on employee productivity with the regression equation $Y = 18,667 + 0,218X_1$, the correlation coefficient value is 0,970 (low), the termination coefficient is 10.9%. hypothesis test obtained count > t table or (2657, > 1,975). Thus H0 is rejected and H1 is accepted, meaning that there is a partially significant influence between leadership on employee productivity. Motivation has a significant effect on employee productivity with the regression equation $Y = 18.677 + 0.187X_2$, the correlation coefficient value is 0.263 (low), the coefficient of determination is 11.7%. Hypothesis test obtained t count > t table or (1,923 < 1,975). Thus H0 is accepted and H2 is rejected, meaning that there is no partial significant effect between motivation on employee productivity. Leadership and motivation have a positive effect on employee productivity with the regression equation $Y = 18.677 + 0.218X_1 + 0.187X_2$, the correlation coefficient value is 0.156, meaning that the independent variable and the dependent variable have a low level of relationship, the coefficient of determination is 15.6%, hypothesis testing obtained the calculated F value > Ftable or (9.670 > 3.04). Thus H0 is rejected and H3 is accepted. This means that there is a simultaneous significant influence between leadership and motivation on employee productivity at PT. ISS Indonesia Bintaro – South Tangerang.

Keywords: Leadership; Motivation; Employee Productivity

INTRODUCTION

One aspect that is very influential on achieving the goals of an organization/institution is the leadership and work motivation of human resources within the organization/institution (Armstrong, 2006; Lengnick-Hall et al., 2011; Pynes, 2008). An example of a company resource is the workforce or employees. Every company expects its workforce or employees to provide maximum results in the work they do. This can be seen from its high performance (Agrawal et al., 2012; Dessler, 2013). Therefore, the company must be able to try to take actions that cause the workforce or employees to want to realize these expectations (Bratton et al., 2021; Hatch & Dyer, 2004; Sunarsi, 2018, 2019).

ISS was founded in 1901 in the Danish city of Copenhagen, with its first business in the field of security (Access Control) growing in 53 countries, ISS was established in Indonesia in 1996 growing in 10 branch offices (Medan, Pekanbaru, Batam, Balikpapan, Palembang, Bandung, Semarang , Surabaya, Denpasar, Makassar) PT. ISS Indonesia is led by the president director, Mr. Elisa Lumbantoruan. The Access Control Division is led by Mr. Harinuan Dongoran. PT. ISS Indonesia is based on Jalan Bintaro Utama 9 No.9 Pondok Aren, South

Tangerang City, Banten. Is a company engaged in the field of service providers that provide various service facilities for that, the company must find out what factors affect the increase in employee productivity, then evaluate and take action to improve employee productivity. A leader must have good work motivation so that it can be used as an example for his employees, and also found problems in the field is the sense of responsibility and discipline of a leader who is still less responsible and disciplined in his work such as the leader does not come on time, as well as communication made by the leader to his subordinates is still not effective or running well due to the attitude of a leader who tends to be indifferent but easily emotional and easy to give punishment to his subordinates whenever there are problems in work operations.

Thus the authors conclude that the possibility of leadership in the company is not maximized. One of the other factors in leadership is motivation, motivation is a driving force or driving force, the existing problems related to the motivational factor are a work performance that still cannot be obtained, and communication needs that are providing encouragement to build a sense of enthusiasm have not been maximally given. by the leader to his subordinates, the leader is still not optimal in providing skills and knowledge training to his subordinates which will have an impact on the productivity of his subordinates.

The results of measuring employee motivation, one of the problems that cause employees to be less motivated is that there are still salary cuts caused by deductions for health and employment contributions for the cleaners, office boys and shift leaders, while for supervisors there is a discount for the health social security administering agency (BPJS) of 5 % (five percent) and premium out becomes the largest deduction paid by employees with the amount of the provincial minimum wage or regional minimum wage plus allowances, if the basic salary is added with allowances without any deductions then the employeePT ISS Indonesia Bintaro – South Tangerangone of his desires has been fulfilled and he feels motivated and will feel he has a high responsibility to do the tasks that have been determined by the company, and the company gets the maximum level of productivity.

Productivity is a result of work produced by an employee defined to achieve the expected goals. The problem that exists in employee work productivity is the low quality of employee work even though the company expects that its employees have good work quality, besides the timeliness where the company expects all employees to complete work on time. The quality of independence as well.

Based on 2017 data, the average productivity achievement percentage is good with a percentage of 74%, in 2018 it decreased with an average achievement of 73%, in 2019 the productivity percentage reached an average of 77%. With these results indicate that the influence of leadership and motivation on employee productivity assessment per year has decreased and increased.

Productivity is a result of every work process carried out by each employee, the function of this productivity is as a benchmark for evaluating the results that have previously been used as a reference to serve as the main goal, from the data above there is an increase and decrease in the quality of work from each employee, This shows that the level of productivity carried out by employees in this company is still not optimal in carrying out their work, therefore it is necessary to minimize as much as possible the things that affect the performance of the employees themselves.

The author sees that there are several results of leadership data and motivation in the company's annual operations that are still not good which have an impact on employee productivity. Based on the description of the problems above, the authors are interested in conducting a study entitled "The Influence of Leadership and Motivation on Employee Productivity at PT ISS Indonesia Bintaro - South Tangerang".

METHOD

This type of research is descriptive quantitative, according to Sugiyono (2017:44), namely "research that aims to determine the influence or relationship between two or more variables". Thus, this quantitative research can build a theory that serves to explain, predict and control a symptom. This research is an empirical study that aims to examine the effect of leadership and motivation on employee productivity.

According to (Creswell, 1999, 2010; John W Creswell, 2013)"the place of research is a scientific target to obtain data with certain goals and uses about something objective". This research was conducted in PT. ISS Indonesia Bintaro, South Tangerang city. Jalan Bintaro Utama 9 No 9, Pondok Pucung Village, Pondok Aren District, South Tangerang. No. Tel 021-74864490 Ext. 502

According to Sugiyono (2017:215)argues "population is the number of generalization areas consisting of objects and characteristics determined by researchers and then drawing conclusions". Meanwhile, according to (Creswell & Clark, 2017; Creswell & Creswell, 2017)said that "the population is the whole subject of research". From the above understanding, it can be concluded that the population is the overall characteristics or properties of the subject or object that can be drawn as a sample. In the study the population is employees of PT. ISS Indonesia Bintaro – South Tangerang with a total of 161 employees.

Data collection is an attempt to obtain information that will be used in the measurement of variables. According to Sugiyono (2017:308) conveying "data collection methods are scientific ways to obtain valid data with the aim of being able to prove, develop a knowledge so that it can be used to solve and anticipate problems". Briefly understandingData collection techniques are methods used by researchers in obtaining data in the field in order to solve a problem and anticipate problems that arise. The data collection techniques used in this research are:observation, questionnaire, documentation and literature study

According to (Creswell, 2010), "In quantitative research, data analysis is an activity of collecting data from sources obtained". Activities in conducting data analysis are grouping data based on variables and types, tabulating based on variables, presenting data based on the variables studied, performing calculations to answer the problem formulation, and performing calculations to test hypotheses that have been proposed.

RESULT AND DISCUSSION

Based on the results of the analysis, the value of the regression equation Y = 18.677 + 0.218X1, the correlation coefficient of 0.2970 means that the two variables have a low level of relationship. The value of determination or contribution of influence is 0.109 or 10.9% while the remaining 89.1% is influenced by other factors. Hypothesis test obtained value of t count > t

table or (2,657 > 1,975). Thus H0 is rejected and H1 is accepted meaning that there is a partially significant influence between leadership on employee productivity at PT. ISS Indonesia Bintaro – South Tangerang.

Based on the statistical results, the value of the regression equation Y = 18.677 + 0.187X2, the correlation coefficient of 0.263 means that the two variables have a low level of relationship. The value of determination or contribution of influence is 0.117 or 11.7% while the remaining 88.3% is influenced by other factors. Hypothesis test obtained value of t count > t table or (1,923 < 1,975). Thus H0 is accepted and H2 is rejected, meaning that there is no partial significant effect between motivation on employee productivity at PT. ISS Indonesia Bintaro – South Tangerang.

leadership (X1) and motivation (X2) have a positive effect on employee productivity with the regression equation Y = 18.677 + 0.218X1 + 0.187X2. The value of the correlation coefficient or the level of influence between the independent variable and the dependent variable is obtained at 0.156, meaning that it has a weak relationship. The value of the coefficient of determination or contribution of influence simultaneously is 15.6% while the remaining 84.4% is influenced by other factors. Hypothesis test obtained value F arithmetic > Ftable or (9.670 > 3.04). Thus H0 is rejected and H3 is accepted. This means that there is a simultaneous significant influence between leadership and motivation on employee productivity at PT. ISS Indonesia Bintaro – South Tangerang.

Leadership is the spearhead in employee productivity in an organization. As in the case of this research location has provided a significant relationship between each other. This is supported by various studies which state that there is a strong relationship between leadership and work productivity. This is because the top leadership directs the goals of the organization. So that the success of an organization is determined by the leadership. The determinants of leadership in this study are also supported by motivational variables which have a significant influence on each other (Boohene et al., 2019; Ginder et al., 2009; McNulty & Ferlie, 2004; Tagarev, 2009). Various theories and empirical research confirm that the relationship between leadership, motivation and work productivity has a relationship with each other.

CONCLUSION

Leadership has a significant effect on employee productivity with the regression equation Y = 18.677 + 0.218X1, the correlation coefficient is 0.2970, meaning that the two variables have a low level of relationship. The value of determination or contribution of influence is 0.109 or 10.9% while the remaining 89.1% is influenced by other factors. Hypothesis test obtained value of t count > t table or (2,657 > 1,975). Thus H0 is rejected and H1 is accepted meaning that there is a partially significant influence between leadership on employee productivity at PT. ISS Indonesia Bintaro – South Tangerang. Motivation has a significant effect on employee productivity with the regression equation Y = 18.677 + 0.187X2, the correlation coefficient of 0.263 means that the two variables have a low level of relationship. The value of determination or contribution of influence is 0.117 or 11.7% while the remaining 88.3% is influenced by other factors. Hypothesis test obtained value of t count > t table or (1,923 < 1,975). Thus H0 is accepted and H2 is rejected, meaning that there is no partial significant effect between motivation on employee productivity at PT. ISS Indonesia Bintaro –

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