

The Effect of Leadership and Motivation on Employee Performance at PT. Prima Lestari in Tangerang

Miss Parinaz R. Masalawala and Mayank Jain

The Byramjee Jeejeebhoy College of Commerce, Mumbai, Maharashtra

Abstract: HR assume a significant part in organization the executives. The reason for this study was to decide the impact of administration and work inspiration on representative execution at PT. Prima Lestari. The strategy utilized is graphic technique with an acquainted methodology. The examining strategy utilized was corresponding irregular testing utilizing a soaked inspecting procedure technique with an example of 95 respondents. The investigation device utilizes a legitimacy test, dependability test, exemplary supposition test, relapse test, connection test, coefficient of assurance test and speculation test. The consequences of this study are that there is a positive and to some degree tremendous impact between initiative on worker execution at PT. Prima Lestari with a commitment of 32.6%, the speculation test got $t_{count} > t_{table}$ or $(6.710 > 1.986)$. Work inspiration affects representative execution by 42%, the speculation test got $t_{count} > t_{table}$ or $(8.214 > 1.986)$. There is a positive and massive impact among initiative and work inspiration on representative execution with an impact commitment of 48.3% while the excess 51.7% is affected by different variables. Theory testing test got $F_{count} > F_{table}$ or $(43.020 > 2.700)$, it is likewise fortified by a meaning of $0.000 < 0.05$

Keywords: Leadership; motivation; worker execution

I. INTRODUCTION

In maintaining a business in an association, the job of workers is vital on the grounds that the human component is one of the components that can assume a functioning part in the strategy and accomplishment of hierarchical objectives. With solid HR, the organization's functional exercises will run as expected (Darsono, 2011; Elmi, 2018; Panggabean, 2013; Rivai and Sagala, 2009). HR assume a significant part in organization the board. For this situation that HR are the super key that should have the option to complete focus to every one of their necessities. HR is the main impetus of the organization. The advancement of an organization is extremely subject to the HR that exist in an organization by giving power and obligation in overseeing exercises (Sakban, Nural, and Receptacle Ridwan, 2019; Sari, 2008; Yusuf, 2016).

HR are expected to have the option to finish their jobs and obligations actually and effectively. The outcome of HR can be estimated through consumer loyalty, diminished number of protests and accomplishment of work targets (Afshar and Relating, 2011; Opka, 2008; Sugiati, Thoyib, Hadiwidjoyo, and Setiawan, 2013; Swastha, Basu, 2014). The presentation of the representatives of PT. Prima Lestari can be estimated by following through with its jobs really and proficiently as well as playing out its endlessly works, and it is all straightforwardly corresponding to the progress of an organization. In each organization, these human jobs can help out one another to accomplish objectives by using existing HR.

Ideal representative execution, which is great is execution that can be estimated by quantitative viewpoints that portray the work cycles of workers who get support from the organization, supporting work conditions, ready to follow through with jobs rapidly and indeed, the quantity of mistakes can be limited, the capacity of assets that live up to assumptions and ideal nature of work (Opka, 2008; Swastha, Basu, 2014). Other than that, subjective perspectives likewise assume a significant part, particularly in regards to the nature of work delivered, practicality, capacity and work abilities as well as the capacity to assess in associations.

In light of the pre-research perceptions led by specialists, there are a lacks of few or holes between ideal circumstances and genuine circumstances that exist in the field between representative execution such a long way as the execution of the lacks between authority factors and work inspiration of existing workers. This is upheld by various inward appraisals directed by organizations where their accomplishments don't generally live up to the assumptions set (Akib and Darwis, 2015; Sunarsi, 2014, 2018a, 2018b).

Initiative is perhaps of the greatest element that can make the exhibition of the HR or representatives of the organization better (Sri Wiranti, 2009; Syarifudin, 2004; Yudiaatmaja, 2013). One of the qualities of a pioneer in view of the hypothesis of initiative characteristics is that one of them has a higher knowledge contrasted with being driven (Cautiously et al., 2000; Situmorang, 2011; Wahjosumidjo, 2011).

Similarly, the assessment of inspiration is likewise vital on the grounds that inspiration can urge an individual to be content to take care of his business competently. In general accomplishment worth of aggregate work inspiration at PT. Prima Lestari in Tangerang from 2018 showed that accomplishment was not ideal. Inspiration in accomplishing specific positions and the desire for getting rewards results are poor, while the difficulties of work with adequate worth and occupation obligations and the presence of representative government assistance assumptions are just at moderate evaluation levels. The shortfall of an excellent accomplishment demonstrates that representative work inspiration is not looking so great to organization the executives.

Execution examination for representatives assumes a significant part in the association (Rani and Mayasari, 2016; Siti Noni Evita, Wa Tribute Zusnita Muizu, 2017). Data in regards to worker execution is acquired through execution evaluations. From the aftereffects of representative execution assessments, it tends to be seen regardless of whether a representative can function admirably as seen from the evaluation classifications that are thought about between benchmarks of hierarchical execution examination with worker execution. The accomplishment of creation in 2014 was 94%. In 2015 it was 93%. In 2016 it was 95%, in 2017 it was 94%, the rearward in 2018 was 90%. This shows that the work efficiency of representatives is low since it doesn't arrive at the ideal objective of the organization.

II. METHOD

The sort of information utilized is quantitative with essential information sources by conveying surveys which are then completed organization and achievability investigation as well as auxiliary information from the different logical writing. The populace in this study were workers of PT. Prima Lestari-Tangerang. Inspecting was utilized immersion testing procedure that is 95 representatives. The instrument testing utilizes legitimacy and dependability tests. From the legitimacy and dependability test expressed legitimate and solid, this is proven by the worth of $r_{count} > r_{table}$, in like manner, the instrument utilized is proper and plausible to be sent to the following test. Testing for ordinariness utilizing Kolmogorov Smirnov got importance more prominent than 0.50 and accordingly proclaimed typical. Multicollinearity testing acquired resistance values < 1 and VIF < 10 so it was finished up there was no impedance with multicollinearity. Autocorrelation testing got the worth of Durbin-Watson at a time frame - 2.460, subsequently this relapse model doesn't have autocorrelation. Heteroskedastisitas testing with Glejser test got importance values more prominent than 0.05 so it was inferred that there was no impedance with heteroscedasticity.

III. RESULT AND DISCUSSION

PT. Prima Lestari is one of the organizations participated in plastic infusion, an auxiliary of PT. Prima Lestari was laid out on July 26, 2002, which is taken part in plastic infusion shaping for auto parts, at present has 22 units of infusion machine offices with a limit of 150 tons to 800 tons with a mechanical robotization framework. PT. Prima Lestari at present has a second plant that was laid out in 2011 with 47 units of infusion machine creation offices with a limit of 30 tons to 850 tons, plastic composition, printing, head protector gathering, and roller collecting offices.

Effect of Leadership (X1) on Employee Performance (Y)

Table 1. Results of Simple Linear Regression of Leadership (X1)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.764	2.933		6.738	.000
	Leadership (X1)	.510	.076	.571	6.710	.000

a. Dependent Variable: Employee Performance (Y)

Gotten relapse condition $Y = 19.764 + 0.510$. A consistent worth of 19,764, on the off chance that the factors X1 and X2 are missing or steady or zero, there is a representative's exhibition of 19,764 places. A b worth of 0.510 demonstrates imagine a scenario in which the steady is consistent and there is no adjustment of the X2 variable then every difference in 1 unit in the X1 variable will bring about an adjustment of Y of 0.510 places. This impact is positive in light of the fact that the relapse coefficient number is positive.

Table 2. Results of the Leadership Determination Coefficient (X1)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.571 ^a	.326	.319	3.037

a. Predictors: (Constant), Leadership (X1)

Acquired R-squared of 0.326 subsequently the impact of authority effect on worker execution by 32.6%.

Effect of Motivation Discipline (X2) on Employee Performance (Y)

Table 3 Results of Simple Linear Regression Motivation (X2)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.850	2.995		4.958	.000
	Work Motivation (X2)	.636	.077	.648	8.214	.000

a. Dependent Variable: Employee Performance (Y)

Acquired relapse condition $Y = 14.850 + 0.636$. Consistent worth of 14,850, in the event that the factors X1 and X2 are missing or steady or zero, there is a representative's presentation of 14,850 places. b) A worth of b of 0.636 demonstrates imagine a scenario in which the steady is consistent and there is no adjustment of the X1 variable then every difference in 1 unit in the X2 variable will bring about an adjustment of Y of 0.636 places. This impact is positive in light of the fact that the relapse coefficient number is positive.

Table 4 Results of Motivation Determination Coefficient (X2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.590 ^a	.348	.337	3.329

a. Predictors: (Constant), Leadership (X1)

Gotten R-squared of 0.348 accordingly adding to the impact of inspiration (X2) on worker execution (Y) of 34.8%.

The Influence of Leadership (X1) and Work Motivation (X2) on Employee Performance (Y)

Synchronous impact investigation is planned to decide the relationship or impact of the autonomous factors on the reliant variable. In this examination various relapse examination is utilized which results are as per the following:

Table 5. Multiple Regression Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.889	3.080		3.535	.001
Leadership (X1)	.270	.081	.303	3.343	.001
Work Motivation (X2)	.469	.089	.479	5.288	.000

a. Dependent Variable: Employee Performance (Y)

In view of the aftereffects of the relapse estimations in the above table, the relapse condition $Y = 10.889 + 0.270X1 + 0.469X2$ can be gotten. A consistent worth of 10.889 intends that in the event that the administration variable (X1) and work inspiration (X2) are missing there is a representative presentation esteem (Y) of 10.889 places. The worth of 0.270 is deciphered in the event that the consistent is steady and there is no adjustment of the work inspiration variable (X2), then every 1 unit change in the initiative variable (X1) will bring about an adjustment of representative execution (Y) of 0.270 places. A worth of 0.469 is deciphered in the event that the steady is consistent and there is no adjustment of the authority variable (X1), then, at that point, each 1 unit change in the work inspiration variable (X2) will bring about an adjustment of representative execution (Y) of 0.469 places.

Table 6 Simultaneous Determination Coefficient Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.695 ^a	.483	.472	2.674

a. Predictors: (Constant), Motivation (X2), Leadership (X1)

In light of the test brings about the above table, R-square worth of 0.483 is acquired, it very well may be presumed that the administration variable (X1) and work inspiration (X2) impact the worker execution variable (Y) of 48.3% while the leftover 51.7 % is affected by different elements that were not completed by the review.

IV. CONCLUSION

In light of the consequences of the investigation discovered that administration meaningfully affects representative execution with an impact of 32.6%. Inspiration affects execution with an impact of 42%. Initiative and inspiration affect representative execution with a relapse condition $Y = 10.889 + 0.270X1 + 0.469X2$. The worth of the assurance or commitment of impact at the same time was 48.3% while the excess 51.7% was affected by different variables. Speculation testing got the worth of $F_{count} > F_{table}$ or $(43.020 > 2.700)$, it is likewise fortified with a likelihood of $0,000 < 0.05$. In this way H_0 is dismissed and H_3 is acknowledged. This intends that there is a positive and massive impact at the same time among initiative and inspiration on representative execution at PT. Prima Lestari in Tangerang.

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