
LEADERSHIP AND MOTIVATION TO PERFORMANCE EMPLOYEE IN PAPUA PROVINCE

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Paper ID : 14-1-4-20180222

ABSTRACT

This study aims to determine the influence of leadership and motivation on the performance of employees at the Food Security and Coordination Counseling of Papua Province. Respondents in this study as many as 84 employees at the Office of Food Security and Coordination Counseling of Papua Province and respondents who returned questionnaires of 60 questionnaires, Data processed using Multiple Regression and using SPSS software version 20. The result of this research shows that leadership has significant effect on employee performance while work motivation has significant effect on employee performance. The result of simultaneous research shows that leadership (X1) and work motivation (X2) have significant effect on employee performance.

Keyword : Leadership, Motivation, Performance

INTRODUCTION

The spearhead of an organization is its Human Resource, so every organization must pay great attention to the quality of its human resources because human resources are assets of the organization. The quality of human resources owned by the organization will affect the performance of the organization and the performance of the organization depending on the performance of individuals or in other words individual performance will contribute to organizational performance (Gibbson, 1996). Each organization, both private organizations and government organizations want high employee performance so that organizational goals can

be achieved. Performance is a record of the work obtained from certain job functions or activities over a period of time (Bernadin and russel, 2003). Employee performance is the actual achievement of the employee compared to the expected performance of the employee. Expected work performance is a standard achievement that is arranged as a reference so that it can see the performance of employees in accordance with its position compared with the standards made. In addition it can also be seen the performance of these employees against other employees Dessler (2009).

Improving the performance of employees is not an easy thing because the

performance of employees can be improved if the variables that influence it can be felt by every employee. Mangkuprawira and Hubeis (2007: 160) mention that employee performance is influenced by intrinsic factor and ekstrinsik employees. The intrinsic factors affecting employee performance consist of education, experience, motivation, health, age, skill, emotion and spirituality. While extrinsic factors that affect the performance of employees consist of physical and non physical environment, leadership, vertical and horizontal communication, compensation, control of supervision, facilities, training, workload, work procedures, punishment system and so on. Based on the theory of Mangkuprawira and Hubeis (2007), the factors that influence the performance of employees are the leadership and motivation which is the focus of this research. High performance of employees in an organization is inseparable from the role of leaders who always encourage, provide direction, become encouragement for all subordinate.

Leadership is a process of influencing behaviors that serve as role models of interaction between leaders and followers as well as achieving more real goals and shared commitment in achieving goals and changes to more advanced organizational culture. Leadership is also often known as the ability to gain consensus of organizational members to perform management tasks to achieve organizational goals (Budiman, 2014), this is in line with Ralph M. Stogdill's theory, which states that leadership is the process of

directing and influencing activities related to the task of members of the group.

The leader is essentially a person who has the ability to influence the behavior of others in his work with the use of power. Power is the ability to direct and influence subordinates in connection with the tasks that must be implemented. According to Stoner, (1998) the more number of sources of power available to leaders, the greater the potential for effective leadership.

In addition to leadership factors, other factors that affect employee performance is employee work motivation, because with high work motivation, the performance of employees will also be higher, this is in line with the results of research, Musafir, (2007), if the leadership factor is felt well by employees and supported by high work motivation, the performance of employees will also be higher, this condition can occur in every organization including government organizations such as Food Security and Coordination Counseling Papua Province where this study was conducted.

MATERIAL AND METHOD

To obtain the data needed to answer the problems posed in this study, the population is determined as the target of this research that is all government apparatuses at the Food Security and Coordination Counseling of Papua Province, amounting to 84 employees.

Sample in this study was taken from all the population that is as much as 84 respondents, in accordance with Arikunto

theory which states that if the population is smaller than a hundred, then the sample should be taken all or in other words saturated samples.

Multiple regression analysis is used to test the effect between independent variables on dependent variable. Used multiple regression analysis, according to Alghifari (2000: 104) as follows: In this study the analysis used is Multiple Regression Analysis using Softwer SPSS version 20. The formula used is:

$$\hat{Y} = a + b_1x_1 + b_2x_2 + \dots + b_nx_n$$

RESULT AND DISCUSSION

The questionnaires distributed to the respondents gave statements on leadership variables (X1) and motivation (X2) on the dependent variable of employee performance (Y) on Food Security and Coordination Counseling of Papua Province. The questionnaires were divided as 84 in accordance with the population, but only 60 were returned and as many as 60 questionnaires that are in though to answer the research problem in this study.

Test Validity and reliability

Based on Kaplan and Saccuso (1993) criteria, the indicator of each variable is valid if the validation coefficient is more than or equal to 0.3, the loading factor of each indicator is significant. Based on the result of validity test in this research, it can be concluded that for Leadership variable (X1) with 10 items of statement is valid with the value of person correlation $\geq 0,3$, that is X1.1

equal to 0,378, X1.2 equal to 0,621, X1.3 equal to 0,665 and X1.4 of 0.702, X1.5 of 0.795, X1.6 of 0.790, X1.7 of 0.508, X1.8 of 0.459, X1.9 of 0.582 and X1.10 of 0.497.

For the Motivation (X2) variable, with 10 points of statement, 1 is not valid that is X2.1 because the value of person correlation $\leq 0,3$, that is 0.164 so that this item is not used to measure the work motivation variable, while the other 9 items of statement stated valid with the value of person correlation $\geq 0,3$, namely X2.2 of 0.300, X2.3 of 0.786, and X2.4 of 0.620, X2.5 of 0.766, X2.6 of 0.576, X2.7 of 0.788, X2.8 for 0.660, X2.9 of 0.777 and X2.10 of 0.777.

While for the variable of employee performance (Y), with 9 points statement is valid because the value of person correlation $\geq 0,3$ is Y1 equal to 0,740, Y2 equal to 0,548, Y3 equal to 0,741, Y4 0,752, Y5 0,790, Y6 0,706, Y7 equal 0.803, Y8 of 0.722 and Y9 of 0.655.

Variables are reliable if they have an alpha value above 0.60 (Ghozali, 2005). Based on the results of reliability testing in this study, it can be concluded leadership variables generate Alpha value of 0.765 count For work motivation variable to produce Alpha count value of 0.800. As for the variable performance of employees to produce Alpha value of 0.879 count. All three Alpha values of these three variables are greater than 0.60. So that it can be concluded that the points of the three statements of research variables are valid and reliable.

Hypothesis testing

Here is presented the results of multiple regression statistics using SPSS version 20

software, as follows:

The results of regression analysis of leadership variables (X1) and Motivation on employee performance (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	8,477	3,365		2,519	,015
1	jx1	,442	,096	,504	4,617	,000
	jx2	,286	,095	,328	3,004	,004

a. Dependent Variable: jy

Result of F Test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	689,331	2	344,665	35,795	,000 ^b
1	Residual	548,852	57	9,629		
	Total	1238,183	59			

a. Dependent Variable: jy

b. Predictors: (Constant), jx2, jx1

Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,746 ^a	,557	,541	3,103

a. Predictors: (Constant), jx2, jx1

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

The result of testing of Leadership variable (X1) on Employee Performance (Y) is the significance value of Leadership variable (X1) of 0.000, meaning less than

0.05 (0,000 < 0.05), it shows that significant leadership variable toward employee performance on Food Security Agency and Coordination Counseling Papua Province.

2. Influence Work Motivation (X2) on Employee Performance (Y)

DOI: 10.3828/IJEMSS/v1i1.3

VOLUME 1 ISSUE 1 MARCH 2018

<http://journals..salewangang.org/ojs/index.php/IJEMSS/index>

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The result of the test of Motivation (X2) variable on Employee Performance (Y) is the significance value of Motivation (X2) variable equal to 0.004, it is smaller than 0.05 ($0.004 < 0.05$), it shows that motivation variable significantly influence employee performance on Food Security and Coordination Counseling Papua Province.

3. Influence Leadership (X1) and Work Motivation (X2) on Employee Performance (Y)

Result of F test shows that together variable of Leadership and Motivation have significant influence to Employee Performance on Food Security and Coordination Counseling of Papua Province, this can be seen from significance value equal to 0.000 less than 0,05 at 5% significance level.

4. Coefficient of Determination

The coefficient of determination shows that the correlation between leadership variables and work motivation together with employee performance has a significant relationship. This can be seen from the value of r arithmetic is greater than r table ($0.746 > 0.250$). This indicates that the better the Leadership and work motivation, the performance of employees will also be better. And conversely, the worse the leadership and employee motivation, then it will also further aggravate the performance of employees at the Food Security and Coordination Counseling Papua Province.

Based on the results of determination coefficient analysis above also obtained information that the coefficient of determination (in column R Square) between leadership variables and work motivation on employee performance, that is equal to 0,557. This indicates that the ability of leadership variable (X1) and work motivation (X2) together in explaining the diversity of employee performance variable data (Y) in Food Counseling Agency and Counseling Papua Province by 55.7%, through multiple regression equation $Y = 8.477 + 0.442X1 + 0.286X2$ and the remaining 44.3% influenced by other variables not examined in this study such as variable compensation, organizational commitment and others.

CONSLUSION

Based on the results of multiple regression analysis showed that partially or simultaneously leadership variables (X1) and work motivation (X2) have a significant effect on employee performance (Y) on Food Security and Coordination Counseling of Papua Province Extension. This means that the overall hypothesis in this study proved that leadership variables and work motivation together affect the performance of employees at the Food Security Agency and Coordination Counseling Papua Province, either partially, or simultaneously.

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