

The Influence of Motivation, Leadership, and Productivity on Employee Performance at Belawan Container Terminal

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ABSTRACT

This research is motivated by several factors used to improve employee performance such as motivation, leadership, and productivity. Motivation is an encouragement or an effort to desire that exists in humans that can direct someone to be able to do tasks well so that employee performance becomes better. This study uses a quantitative approach with a questionnaire technique. This research uses multiple linear regression analysis methods. The results showed that (1) the calculation of the questionnaire results of the motivation variable (X1) had a positive and significant effect on employee performance and (2) By the calculation of the results of the questionnaire given to Belawan Petikemas Terminal employees, there was a significant influence between Leadership (X2) on employee performance. (3) From the ANOVA table shows significant results, Ho is rejected and Ha is accepted. There is a significant influence between motivation (X1), leadership (X2), and productivity (X3) on employee performance (Y) at Pelindo I Belawan Container Terminal.

Keywords: Motivation, Leadership, Productivity, Performance.

INTRODUCTION

The role of human resources is something that must be considered by the company. Human resources have always been the main asset for the company to be able to continue to grow. By having quality human resources, companies will be better able to develop their business activities. Companies need to maintain human resources in this case employees as the main asset of the company.

Pelindo I Belawan Container Terminal is one of the State-Owned Enterprises engaged in port services in Indonesia. in line with market demands because of the current world trend of transporting goods using containers. TPK Belawan must improve business performance and services at the port, through quality human resources

In an organization or company, leadership is an important factor. DuBrin (2005:3) argues that leadership is an effort to influence many people through communication to achieve goals, how to influence people with instructions or orders, actions that cause others to act or respond and cause positive change, an important dynamic force that motivates and coordinates organizations. to achieve goals, the ability to create confidence and support among subordinates so that organizational goals can be achieved. Leadership is an important factor in providing direction to employees, especially in today's times where everything is open, so the leadership needed is leadership that can empower employees.

Leadership that can foster employee work motivation is leadership that can foster employee confidence in carrying out their respective duties. One of the toughest challenges that leaders often have to face is how they can move their subordinates to always be willing and willing to exert their best abilities for the benefit of their group or organization. Often we find leaders who use their absolute power by ordering their subordinates without paying attention to the circumstances of their subordinates. This will lead to a relationship that is not harmonious within the organization.

The concept of work productivity can be seen from two dimensions, namely the

individual dimension and the organizational dimension. The individual dimension sees productiindividualidual personality characteristics that appear in the form of mental attitudes and implies the desires and efforts of individuals who are always trying to improve the quality of their lives. Meanwhile, the organizational dimension looks at productivity in terms of the technical relationship between inputs and outputs. Therefore, in this view, the increase in productivity is not only seen from the aspect of quantity but can also be seen from the aspect of quality.

Sugeng Budiono (2003:201) Productivity has several meanings, namely, understanding physiology, productivity is a mental attitude that always has the view that the quality of life today must be better than yesterday, tomorrow must be better than today. This understanding means that in a company or factory, management must continuously improve the production process, work system, work environment, and others. Productivity is a comparison between output (output) and input (input). This formulation applies to companies,industriesa,nd the economy as a whole. In simple terms, productivity is a mathematical comparison between the amount produced and the amount of each resource used during the process.

LITERATUR REVIEW

Employee performance

Employee performance is generally a benchmark used by companies in assessing their employees. Employees who have performed by the standard or even exceed it can be given an award or vice versa, for those who have not been able to reach the specified standard may be subject to consequences. The forms of rewards and consequences can be in the form of promotions, increases in compensation, transfers, and termination of work. Through the performance appraisal process, the company can also find out how far its goals have been achieved.

Bangun (2012) defines performance as the result of work that is achieved by a person based on certain requirements to be carried out in achieving goals which are also known as work standards. Bangun (2012) also explains that an employee's performance can be measured through the amount of work produced, the quality of his work, timeliness in completing the work, the level of attendance, and the ability to work together.

Motivation

Hasibuan (2000:142) suggests that motivation is the provision of a driving force that creates a person's enthusiasm so that they want to work together, work effectively, and be integrated with all their efforts to achieve satisfaction. Motivation questions how to direct the power and potential of subordinates, so they want to work together productively, successfully achieve and realize the goals that have been determined.

The importance of motivation is because motivation is the thing that causes, distributes, and supports human behavior so that they are willing to work hard and enthusiastically to achieve optimal results. Motivation is increasingly important because managers share work with their subordinates to do well and integrate with the desired goals. For employee motivation, managers must know the desired motives and motivations of employees.

Leadership

According to Crainer, there are more than 400 definitions of leadership (Mullins, 2005). Of the many definitions of leadership, some say leadership is an activity to influence others. Leadership is a process to influence group activities. Leadership is the ability to reach an agreement on a common goal.

Leadership is an attempt to direct others to achieve certain goals. Leadership is a mutually influencing relationship between leaders and followers. Although it is quite difficult to generalize, in principle leadership (leadership) is about someone influencing the behavior of others for a purpose. But that doesn't mean that everyone who influences others for a purpose is called a leader.

Productivity

Productivity is a process where human resources can produce an output with a productive size. Productivity can also be interpreted as a process that focuses attention on the output produced by human resources with a ratio between input and output. Employees have duties in each part of the work unit to carry out their operational activities in the company's work environment. The possibility when they are active influences work productivity. A conducive work environment supports employee productivity, otherwise, an uncomfortable environment will interfere with work concentration. The problems that arise in the corporate environment should not be ignored by the company. Therefore the company strives to pay attention to the work environment of employees. In supporting work productivity, work environment factors have a relationship. Creating a comfortable and conducive work environment stems from the self-awareness of employees and leaders in the company. (Ramadon, Syahri & Yanti Pasmawati., 2017).

RESEARCH METHODS

According to Sugiyono (2012:7), Quantitative research is research data in the form of numbers and analysis using statistics. This research approach is based on a quantitative approach because this research has a clear and orderly flow. The population in this study were Belawan Container Terminal employees as many as 80 people, with a sample of 30 people. Data collection techniques were carried out in several ways, such as survey methods, observation methods, and documentation methods.

RESULTS AND DISCUSSION

Normality test

According to Ghozali (2016), the normality test is usually done to test on a regression model, on an independent variable or dependent variable, or both whether it has a normal or abnormal distribution.

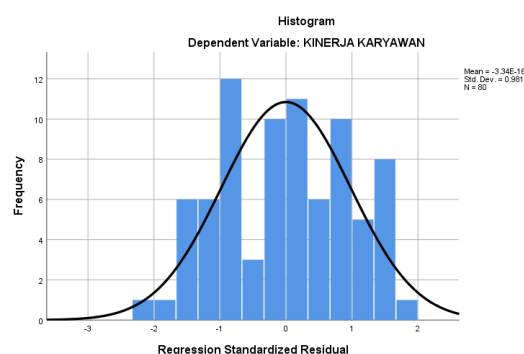


Figure 2

Based on the results obtained, the curve above moves normally and is balanced to form a U-symmetric line and the point is in the middle at point 0, it can be concluded that the data on the histogram curve is normally distributed.

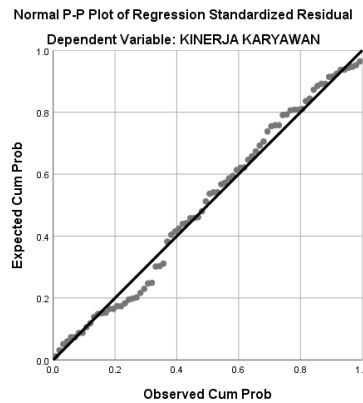


Figure 2

From the results of the graph above, it shows that all the points spread out and follow the direction of the diagonal line, it can be concluded from the graph that the points on the graph are normally distributed.

Multicollinearity Test

According to Ghazali (2012: 105), this multicollinearity test has the aim of testing a regression model whether there is a correlation between independent or independent variables because a good regression model should not correlate with independent variables. This multicollinearity test can be seen from the amount of VIF (Variance Inflation Factor) and Tolerance.

Table 1: Multicollinearity Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,202	2,778		2,233	,029		
	MOTIVATION	,237	,079	,300	3,008	,004	,947	1,057
	LEADERSHIP	,150	,062	,240	2,428	,018	,965	1,036
	PRODUCTIVITY	,302	,081	,369	3,751	,000	,978	1,023

a. Dependent Variable: EMPLOYEE PERFORMANCE

It can be seen in the table above in the Collinearity Statistics section, that all tolerance variables are 0.10 and VIF 10. Thus, these three variables do not affect multicollinearity.

Heteroscedasticity Test

To detect the presence of heteroscedasticity, it is done by looking at the graph plot between the predicted value of the dependent variable (ZPRED) and the residual (ZRESID), if there is no certain pattern and the points spread above and below zero on the Y axis, then there is no heteroscedasticity.

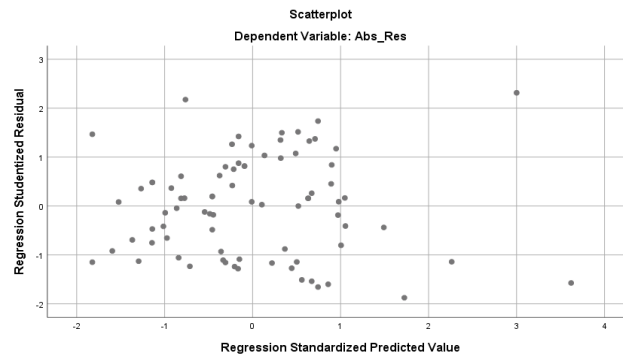


Figure 3

Based on the picture above, shows that the regression model does not contain any symptoms of heteroscedasticity. It can be seen from the points that spread randomly above and below the number 0 on the Y-axis and also do not form a certain pattern, so it can be concluded that this regression model does not have heteroscedasticity symptoms.

Glejser Test

Table 2: Glejser Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.293	1.459		2.943	.004		
	MOTIVATION	-.012	.041	-.034	-.296	.768	.947	1.057
	LEADERSHIP	-.042	.032	-.147	-	.201	.965	1.036
	PRODUCTIVITY	-.056	.042	-.149	-	.191	.978	1.023

a. Dependent Variable: Abs_Res

From the table above, it is found that each variable of Motivation (0.768), Leadership (0.201), and Productivity (0.191) is concluded that all these variables are 0.05, with these provisions so that H_0 is accepted and H_a is rejected.

Coefficient of Determination

According to Ghozali (2012: 97), The coefficient of determination is a tool used to measure how far the model's ability to explain the variation of the dependent variable. The coefficient of determination is between zero and one. A small coefficient value means that the ability of the independent variable in explaining the variation of the dependent variable is very limited.

Table 3: Coefficient of Determination
(Model Summary^b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.532 ^a	.283	.255	2.158	1.897

a. Predictors: (Constant), PRODUCTIVITY, LEADERSHIP, MOTIVATION

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the table above, the results of the coefficient of determination test show that the Adjust R Square value is 0.283. or 28%. This means that the dependent variable of

employee performance can be explained by the independent variables of productivity, leadership, and company motivation.

Multiple Linear Regression Analysis Results

Table 4: Multiple Linear Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	6.202	2.778	
	MOTIVATION	.237	.079	.300
	LEADERSHIP	.150	.062	.240
	PRODUCTIVITY	.302	.081	.369

a. Dependent Variable: EMPLOYEE PERFORMANCE

The results from the table above show that the constant (α) has a value of 6.202, i.e. the independent variable has a value of zero, so the performance of employees at the Pelindo I Container Terminal remains at 6,202 units. Therefore the coefficient of motivation variable of 0.237 is positive, which means that every movement of the variable is based on level, the coefficient of leadership variable of 0.150 is positive, which means that every movement of the variable is based on level, the coefficient of productivity variable of 0.302 is positive, which means every there is a movement of these variables based on the level.

$$Y(\text{Employee Performance}) = 6.202 + 0.237 \text{ Motivation (X1)} + 0.150 \text{ Leadership (X2)} + 0.302 \text{ Productivity (X3)}$$

F Uji test

According to Ghozali (2012: 98), the F statistical test means that all independent variables or independent variables included in the model have a simultaneous influence on the dependent variable or the dependent variable.

Table 5: F test
ANNOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	139.642	3	46.547	9.996	.000 ^b
	Residual	353.908	76	4.657		
	Total	493.550	79			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), PRODUCTIVITY, LEADERSHIP, MOTIVATION

The results of the table above show that the degree of freedom 1 (df_1) = $k - 1 = 4 - 1 = 3$ and the degree of freedom 2 (df_2) = $n - k = 80 - 4 = 76$, that n = number of samples, k = number of variables, so known Ftable with a significant level of $0.05 = 2.68$. And the significance probability is 0.000 . Then the value of Fcount (9.996) > Ftable (2.68), the probability of significance $0.000 < 0.005$.

So that H_a is accepted and H_o is rejected. Therefore, the variables of motivation, leadership, and productivity have a simultaneous and significant effect on employee performance at Pelindo I Belawan Container Terminal.

T-test

The statistical test shows how far the influence of the independent variable individually

explains the variation of the dependent variable partially (Ghozali; 2009).

Table 6 : T Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.202	2.778		2.233	.029
	MOTIVATION	.237	.079	.300	3.008	.004
	LEADERSHIP	.150	.062	.240	2.428	.018
	PRODUCTIVITY	.302	.081	.369	3.751	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

- a) a) Based on the motivation variable above, the value of tcount is 3.008 with a significance value of 0.004, while ttable has a value of 1.995 with a significance level of 0.05 so that tcount (3.008) > ttable (1.995) and a significance of 0.004 < 0.05, then a decision is taken that Ho is rejected and Ha is accepted. So, based on a partial motivation variable, it is related to a positive and significant influence on employee performance at the Pelindo I Belawan Container Terminal.
- b) b) Based on the Leadership variable, the tcount value is 2,428 with a significance level of 0.018, while ttable has a value of 1,995 with a significant level of 0.05 so that tcount (2,428) > ttable (1,995) and a significance level of 0.018 < 0.05, then the decision is taken that Ho is rejected and Ha is accepted. So based on the partial leadership variable, it has had a positive and significant impact on employee performance at the Pelindo I Belawan Container Terminal.
- c) c) Based on the Productivity variable, the tcount value is 3,751 with a significance level of 0.000, while ttable has a value of 1.995 with a significant level of 0.05 so that tcount (3,751) > ttable (1,995) and a significance level of 0.000 < 0.05, then the decision was taken that Ho is rejected and Ha is accepted. So based on the partial productivity variable, it has had a positive and significant impact on employee performance at the Pelindo I Belawan Container Terminal.

RESEARCH RESULTS AND DISCUSSION

The Effect of Motivation on Employee Performance

Based on the process that has been carried out, it can be seen if the motivation variable (X1) has a positive impact on employee performance, with evidence that the value of tcount (3.008) > ttable (1.995). Motivation is needed for every employee in the company because providing motivation means providing input and encouragement to the employees themselves.

The Effect of Leadership on Employee Performance

Also know the variable Leadership (X2) has a positive impact on employee performance, by proving that the value of tcount (2,428) > ttable (1,995). This leadership has an important role in a company to determine strategies for company development so leadership is very influential on employee performance to form good teamwork so that it can solve any problems that will arise within the company.

The Effect of Productivity on Employee Performance

It can be seen that the productivity variable (X3) has a positive impact on employee performance, with evidence that the value of tcount (3.751) > ttable (1.995). Productivity is closely related to employee performance. Productivity is one of the important factors in the success of a company because if an employee is not productive, the company's operational

activities also become not smooth, therefore productivity is a basic factor that affects a company's ability to compete.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

From all that has been done, it can be concluded:

1. The motivation variable has a positive and significant partial effect on the performance of Pelindo I Belawan Container Terminal employees.
2. The leadership variable partially has a positive and significant effect on the performance of Pelindo I Belawan Container Terminal employees.
3. In partial terms, the productivity variable has a positive and significant impact on the performance of Pelindo I Belawan Container Terminal employees.
4. The three variables (motivation, leadership, productivity) have a simultaneous and significant effect on the performance of Pelindo I Belawan Container Terminal employees.

Suggestion

Some suggestions that the author would like to give to the company at the time of the research are:

1. The leadership applied by the company must be more assertive compared to the previous one so that employees can be more motivated at work and also by increasing motivation, work productivity will also increase.
2. Good work motivation will be even better if it is increased so that work productivity will also be good and employee performance will increase.
3. Based on the results of the study, it was found that there was an influence of motivation, leadership, and work productivity on employee performance. Therefore, the company, especially superiors in the company, should pay more attention to employee welfare so that employee performance can be more productive.

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