

# LEADERSHIP EFFECT AND MOTIVATION ON PERFORMANCE OF EMPLOYEES AT THE DEPUTY FOR COORDINATION INVESTMENT AND MINING, COORDINATING MINISTRY FOR MARITIME AND INVESTMENT OF THE REPUBLIC OF INDONESIA

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## ABSTRACT

This study aims to analyze the effect of the Leadership variable (X1) and the Motivation variable (X2) on the Employee Performance variable (Y) at the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime and Investment of the Republic Of Indonesia. This research uses a quantitative approach with a descriptive study method. Primary data are obtained from a closed questionnaire instrument and assessed using a Likert scale. The data analysis tool used is multiple linear regression analysis using the SPSS version 26 application. The sampling technique used is the sampling technique with the Slovin formula. From a total population of 68 people, 40 people were used as samples. The results showed that the influence of leadership and motivation on employee performance was 71.1%. It shows that 71.1% of Leadership (X1) and Motivation (X2) simultaneously affect Employee Performance (Y), while the remaining 28.9% is influenced by other factors not examined in this study. Optimizing the role of leadership and motivation needs to be pursued to improve employee performance so that in the future, it can be even better in improving services to the community.

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## 1. INTRODUCTION

In government agencies, human resources are needed to improve employee performance [1]. Improving employee performance becomes very important in changing government policies in developing the spirit of bureaucratic reform to provide space for movement and the role of the community in government. In contrast, the government only acts as a facilitator [2][3]. The government apparatus is one resource that determines the quality of government services [4].

The low performance of employees in an organization can cause obstacles in achieving goals [5]. Employee performance is the result achieved by the employee in his work according to specific criteria that apply to a particular job [6]. Employee performance is a function of the interaction between ability and motivation [7]. Furthermore, Mangkunegara stated that employee performance results from work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him [8]. Thus it can be concluded that employee performance is the result of work achieved by an employee within a certain period to achieve a goal.

Performance is influenced by various factors, both internal and external factors [9][10][11]. Among the factors that affect performance are leadership, motivation, job satisfaction, stress levels, physical conditions of work, recruitment, job analysis, job descriptions, compensation systems, economic aspects, technical aspects, and behavior [12][13]. In contrast, employee performance indicators include the quantity of work, efficiency, work discipline, initiative, thoroughness, leadership, honesty, and creativity [14].

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This research focuses on leadership and motivation as factors that influence performance. Leadership is the art of influencing others, whether individuals, organizations or religious institutions, education, community institutions, and other institutions[15]. A leader can manage himself, others, and the organization he leads [16]. Leadership in organizations is directed to influence the people they lead, to want to act as expected or directed by others who lead them [17].

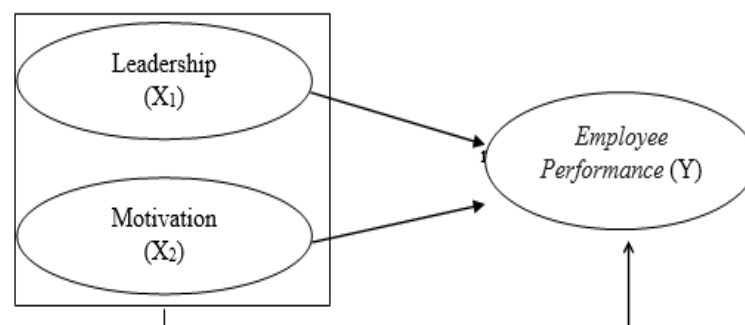
A leader is someone who can lead, meaning that he can influence other people or groups without regard to the form of reason [18]. Madiistriyatno stated that the leader is a human individual who must lead subordinates (followers) toward achieving the mandate set [19].

Other characteristics of servant leadership, according to Spears, are listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, commitment to growth (commitment to the growth of people), and building community [20]. The indicators to measure servant leadership, according to Dennis, are compassion, empowerment, vision, Humility, and Trust[21].

In addition to leadership, motivation is another factor that affects employee performance [22]. Motivation is the driving force for someone to contribute as much as possible to the organization's success in achieving its goals [23]. Motivation, as an internal or psychological process that occurs in a person, is strongly influenced by various factors, the main one being the internal factors inherent in each person or subordinate, such as nature, level of education, experience, desires, and future expectations [24].

The function of motivation is to encourage the emergence of behavior or action, as an influence means to direct the action to achieve the desired goal and as a mover. The existence of motivation is expected to increase employee morale and job satisfaction, increase employee work productivity, maintain company employee stability, improve employee absenteeism discipline, streamline employee procurement, create an excellent working atmosphere and relationship, increase employee loyalty, creativity, and participation, and increase employee welfare levels. , enhances the sense of responsibility of employees towards their duties[25]

Based on the description, it is interesting to study the problem of leadership and motivation associated with its performance more deeply. One factor that influences the achievement of good work results from employees is the ability of leaders to motivate their subordinates so that they can achieve good performance and organizational goals can be achieved. The phenomenon that the author observes is that the performance of employees at the Deputy for Investment and Mining Coordination, the Coordinating Ministry for Maritime Affairs and Investments is still less than optimal because several employees do not complete the tasks that have been given on time, so that the work results are less than optimal. Some employees do not comply with the provisions of working hours, such as arriving late, using work time unproductively, playing games, and using their rest time beyond the allotted time limit. The point is that some of these employees have not mobilized their potential at work.



**Figure 1. Research Framework**

## 2. METHOD

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This research uses quantitative with descriptive study methods. The descriptive method is a method of examining the status of a group of people, an object, a condition of a system of thought, or a class of events in the present [26], the purpose of this research is to make a description, namely a description of the facts, characteristics and relationships between the phenomena under investigation. The method used is a survey method using a questionnaire. The type of data used in this study is primary data, which was collected using a Likert scale questionnaire on a scale of 1-5.

The population of this research is all employees in the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime Affairs and Investment of the Republic of Indonesia, totaling 68 people. The population is a generalization area consisting of objects/subjects with specific quantities and characteristics determined by researchers to study and draw conclusions [27]. In contrast, the sample in this study was determined using the Slovin formula, and from the calculation results obtained, a sample of 40 people.

The collected data is processed using multiple linear regression analysis. Before the regression test is carried out, the data is tested for quality using validity, reliability, and classical assumption tests.

### **3. RESULT AND DISCUSSION**

#### **a. Validity and Reliability Test.**

Test the validity of the Leadership variable. Because the results are positive and more significant than  $r_{table}$  0.3120, the Leadership variable is declared valid. The reliability test of the Leadership variable with a  $r_{table}$  value of 0.312 while the Alpha value is 0.960, it can be concluded that Alpha is positive and more significant or  $0.960 > 0.312$ , then the leadership variable research instrument is Reliable.

Next, test the validity of the motivation variable. Because the results are positive and more significant than  $r_{table}$  0.3120, then the motivation variable is declared valid. Reliability test of the motivation variable with a  $r_{table}$  value of 0.312 while the Alpha value of 0.933, it can be concluded that Alpha is positive and more significant or  $0.933 > 0.312$ , then the research instrument for the motivation variable is reliable. Finally, test the validity of the Employee Performance variable. Because the results are positive and more significant than  $r_{table}$  0.312, the Employee Performance variable is declared valid. Reliability Test of the Employee Performance variable with a  $r_{table}$  value of 0.312 while the Alpha value of 0.952, it can be concluded that Alpha is positive and more significant or  $0.952 > 0.312$ , then the research instrument for Employee Performance variable is Reliable.

#### **b. Classic assumption test**

##### **1) Normality test**

Based on the results of the normality test of the leadership variable, it is known that the significance value is  $0.190 > 0.05$ . So it can be concluded that the residual value is normally distributed. Based on the results of the normality test of the motivation variable, it is known that the significance value is  $0.144 > 0.05$ , it can be concluded that the residual value is normally distributed.

##### **2) Multicollinearity Test**

The value of the Variance Inflation Factor (VIF) of each independent variable does not have a value greater than 10 (1.628) and the tolerance value of each independent variable is also greater than 0.10 (0.614). So it can be concluded that the regression model in this study does not contain multicollinearity.

##### **3) Autocorrelation Test**

The value of  $DW = 1.6050$ , the number of samples ( $n$ ) = 40, and the number of independent variables ( $k$ ) = 2 ( $X_1$  &  $X_2$ ), with a significance level of 5%. Based on the Durbin-Watson (DW) table, the DL and DU values can be seen as  $DL = 1.3908$  and  $DU = 1.6000$ . So that the value of  $DU < DW < 4-DU$  ( $1.6000 < 1.6050 < 2.4000$ ), then Hypothesis 0 ( $H_0$ ) is accepted, which means there is no autocorrelation.

##### **4) Heteroscedasticity Test**

Based on the output results using a scatterplot graph, it shows that the data points spread above and below or around the number 0, the points do not collect just above or below, the spread of data points does not form a wavy pattern, widening, narrowing. and widen Back and spread of data points are not

patterned. It can be concluded that there is no heteroscedasticity or homoscedasticity in the regression model, so that the regression model is feasible to use to predict and researchers can continue further testing.

### c. Hypothesis testing

Based on the calculation of the t test using the SPSS version 26 program, it can be stated that the Leadership variable and the motivation variable have a significant effect on the Employee Performance variable. Based on the calculation of the f test using the SPSS version 26 program, it can be stated that the leadership variable and the motivation variable have a simultaneous effect on employee performance.

### d. Coefficient of Determination

Based on the calculation of the coefficient of determination using the SPSS version 26 program, it can be concluded that 71.1% of Leadership and Motivation simultaneously affect employee performance. In contrast, the remaining 28.9% is influenced by other factors not examined in this study.

### e. Discussion

Based on the research results, leadership and motivation factors, either partially or simultaneously, have a positive and significant effect on employee performance at the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime Affairs, and Investment of the Republic of Indonesia. Leaders in the Deputy Unit for Investment and Mining Coordination should pay attention to the situation of their subordinates so that they can apply appropriate leadership to make the organization more effective and productive. Furthermore, employee motivation must continue to be maintained by the leadership in the Deputy for Investment and Mining Coordination Unit so that it gets better and improves. With increasing work motivation, the performance of employees will increase. Furthermore, leaders must motivate their staff to be passionate about work and have creativity.

## 4. CONCLUSION

Based on the analysis and discussion results, the conclusion in this study is that the higher the leadership factor, the higher the performance of employees at the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime Affairs and Investment, RI. The higher the motivation factor, the higher the performance of employees at the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime Affairs and Investment of the Republic of Indonesia. Furthermore, the higher the leadership and motivation factors, the higher the employee performance at the Deputy for Investment and Mining Coordination, Coordinating Ministry for Maritime Affairs and Investment of the Republic of Indonesia

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