

DOI: <https://doi.org/10.38035/sjam.v2i3>Received: September 01st, 2024, Revised: September 09th, 2024, Publish: October 06th, 2024<https://creativecommons.org/licenses/by/4.0/>

The Influence of Leadership and Motivation on Employee Performance (A Case Of Employees In The Kiaracandong Bandung City)

Yani Apriyani Rahayu¹, S. Ridwan², Feby Febrian³¹Universitas Winaya Mukti, Jawa Barat, Indonesia, febunwim@gmail.com²Universitas Winaya Mukti, Jawa Barat, Indonesia, bang.yonas71@gmail.com³Universitas Winaya Mukti, Jawa Barat, Indonesia, obelix9008@gmail.comCorresponding Author: bang.yonas71@gmail.com¹

Abstract: The purpose of this study was to find out and analyze: (1) Leadership (2) Work Motivation; (3) Employee Performance; and (4) The Influence of Leadership and Work Motivation on Employee Performance a Case Employees in Kiaracandong SubDistrict, Bandung, both simultaneously and partially. The method of this research is descriptive survey and explanatory survey, the unit of analysis in this study is the employees in the Kiaracandong Subdistrict, Bandung with a sample of 30 people. The type of investigation is causality, and the time horizon in this study is cross-sectional. Based on the results of the study, it was found that the Leadership in the Kiaracandong Subdistrict it turned out that most of the employees responded well enough; Employee work motivation in Kiaracandong Subdistrict in general can be said to be good; Employee performance in the Kiaracandong Subdistrict is currently considered good. Leadership and Work Motivation simultaneously affect the Employee Performance in the Kiaracandong Subdistrict. But partially dominant leadership influences performance rather than work motivation. Because Leadership is more dominant in influencing Performance, leadership being the first priority in improving Employee performance in Kiaracandong Subdistrict Environment .The leader turns out to contribute greatly to the improvement of employee performance. Abstracts are written in one paragraph using standard Indonesian with enhanced spelling. Maximum 200 words, using Times New Roman font size 12, space 1, Italic. Contains a brief description of the overall results of the study including background issues, objectives, methods, results and conclusions. Avoid writing bibliography citations, as well as abbreviations in the abstract. The abstract contains the **title** of the article, research **object**, **objectives**, **methods** and **results**. Abstracts written in Bahasa and English.

Keyword: Leadership, Work Motivation and Employee Performance.

INTRODUCTION

In the era of globalization, every organization or company that is private or government, of course, has both short-term and long-term goals to be achieved through the activities it

carries out. long-term goals to be achieved through the activities it carries out. In order goals that have been set are achieved, it is necessary to plan and management of human resources as well as possible. The term human resources refers to individuals in the organization who work together to realize organizational goals (Schein in Mangkunegara, 2017). together to realize organizational goals (Schein in Mangkunegara, 2001: 23) Human resources are the most important thing that an organization has, one of the implications is that human resources are the most important thing that an organization has. organization, one of the implications is that the most important investment made by an organization is in the field of human resources made by an organization is in the field of human resources (Handoko, 2003:4). Therefore, in order for an organization to achieve maximum performance, it needs fair and satisfactory treatment to its employees. Therefore, in order for an organization to achieve maximum performance, it is necessary to treat the human resources working in the organization fairly and satisfactorily. human resources who work for the organization. Every organization is required to be able to compete in order to survive in global competition.

Leadership is an important factor in providing direction to employees especially at this time where everything is open, so the leadership needed is leadership that can be open, then the leadership needed is leadership that can empower its employees. empower its employees. Leadership that can foster motivation employees is leadership that can foster self-confidence in carrying out their duties employees in carrying out their respective duties. Anoraga (2003:1) states that a leader is a person who has the authority to command others who in their work to achieve organizational goals require the help of others achieving organizational goals requires the help of others. As a leader leader he has an active role and always intervenes in all issues related to the needs of his group members. in all matters relating to the needs of his group members.

Leadership is the ability to influence others. The success of a leader depends on his ability to influence it. In other words, leadership can be defined as a person's ability to influence others, through communication either directly or indirectly with the intention of moving these people so that with full understanding, awareness and pleasure willing to directly or indirectly with the intention of moving these people so that with full understanding, awareness and pleasure willing to follow the will of the leader. Leadership is a way of getting employees to do the right thing, achieving commitment and motivating them to achieve common goals (Sudarmanto, 2013). commitment and motivate them to achieve common goals (Sudarmanto, 2009:133). Every human action has a purpose or motivation, whether it is realized or unconscious. it is realized or unconscious which is intended to meet the needs of the person concerned.

Motivation or encouragement of employee work is the willingness of employees to work. which arises because of the encouragement from within the employee's personal as a result of the overall integration of personal needs, influence of the physical environment and the influence of the social environment where its strength depends on the integration process (Anoraga, 2003: 77). depends on the integration process (Anoraga, 2003: 77). Another factor that affects performance is work motivation. Motivation has a nature which cannot be separated from human nature which individually has qualities that differ from one another. According to Kamery (2004: 141), motivation becomes the actualization of an employee to improve his performance. In organization or company, the interaction that occurs is between humans who behave differently. behave differently. Therefore, this motivation is a very important subject for a leader or manager. important for a leader or manager, because a leader or manager must work with and through other people.

Leadership Assessment in the Sub-district Environment Kiaracondong Bandung City:

Component	Average Value	Standard Assessment
Personality	4,5	4
Motivating Ability	4,3	5

Decision Making	3,8	5
Communication	3,6	4
Empowerment	3,8	4
Average Total	3,86	4,20

Based on this table, it can be seen that only the Personality component component that has met the assessment standards, but the other four components are still below the assessment standard, so it can be said that leadership has not been able to increase local revenue as the main source of local able to increase local revenue as the main source of regional funds that will be used by local governments to carry out their main tasks will be used by the Regional Government in order to carry out its main tasks and functions, namely providing services to the community. and functions, namely providing services to the community. The greater the revenue from all existing revenue potential, it is expected that the more optimized the expectations and needs of the community can be facilitated. the more optimal the expectations and needs of the community can be facilitated by the local government.

Furthermore, work motivation which is felt to affect employee performance in the Kiaracandong Sub-district of Bandung City needs to be done effectively and efficiently. effective and efficient, because with good work motivation it will encourage leaders and subordinates to improve employee performance. Through continuous motivation, employee competency can be improved through simultaneous morale.

Based on the above background and conditions, the researcher intends to conduct research with the title "The Effect of Leadership and Work Motivation on Employee Performance (A Case of Employees in the Kiaracandong District, Bandung City)".

METHOD

This type of research uses quantitative methods with descriptive and verification research. descriptive and verification research. As revealed in the identification of the problem, that the main problems studied are perceptions of leadership (X1) and Motivation (X2) as independent variables, employee performance as the dependent variable (Y). Data collection techniques used in conducting this research This research is as follows: The data collection techniques used in carrying out this research are as follows: literature study, interviews, questionnaires, observation. Based on the method used in data collection, variables that have an ordinal size are then transformed into an interval form using the Method of Successive Intervals. interval form using the Method of Successive Intervals. The analysis used consists of two types, namely: (1) descriptive analysis especially for qualitative variables and (2) quantitative analysis, in the form of hypothesis testing using statistical tests. Path analysis techniques require data that has a level of measurement of at least interval measurement level at least interval. The test conducted is to determine the effect of the independent variables X1 and X2 on Y either directly or indirectly. The proposed hypothesis is as follows: leadership and motivation simultaneously affect employee performance.

RESULTS AND DISCUSSION

Summary of Sub-district Neighborhood Leadership Kiaracandong, Bandung City, 2018 (n=30):

No	Indicator	Score	Criteria
1	The leader's respect for the rights and obligations of employees as his staff is very high	132	Agree
2	Very smooth communication between employees and your leader	67	disagree
3	when employees interact with the leader is very comfortable	85	hesitate
4	leadership attention to employee problems is very high	97	hesitate

5	the attention of the leadership to the situation of employees is very high	101	hesitate
6	leadership appreciation of employee work results is very high	80	hesitate
7	The objectivity of leaders in assessing employees is very high	93	hesitate
8	Employees are recognized by your leadership as partners	71	disagree
	Amount	753	
	Average Score	94,12	

Based on the weighted score of the leadership variable above, it turns out that leadership in the Kiaracondong Sub-district of Bandung City is still not in accordance with employee expectations, in the sense that the leadership applied in the Kiaracondong Sub-district of Bandung City still needs to be addressed and improved in the future, because leadership is one of the factors that affect performance.

Summary of Employee Work Motivation Variables in the Kiaracondong Sub-district, Bandung City, 2018 (n=30):

No	Indicator	Score	Criteria
1	Always strive to do things in a new, better and more creative way better and more creative ways.	112	Agree
2	Have a strong desire to perform tasks	116	Agree
3	Always do self-development.	116	Agree
4	need concrete feedback on their work	111	Agree
5	Have a strong desire to seek the agreement or approval of others.	104	hesitate
6	Feels that work is more effective when working with others cooperatively.	112	Agree
7	Giving genuine attention to the feelings of others	116	Agree
8	Prefer to be with others than alone.	116	Agree
9	Communicate frequently with others.	111	Agree
10	Has a desire to direct and control others Other	104	hesitate
11	Very active in determining the direction of organizational activities	112	Agree
12	Cares deeply about maintaining leader-follower relationships	116	Agree
13	Happy to reflect prestige in the organization	116	Agree
14	Often tries to help others without being asked.	111	Agree
	Amount	1573	
	Average Score	112,4	

Based on the weighted score of the work motivation variable above, it turns out that the work motivation of employees in the Kiaracondong Sub-district Office of Bandung City is classified as good, in the sense that the work motivation of employees in the Kiaracondong Sub-district Office of Bandung City still needs to be improved and improved in the future, because work motivation is one of the factors that influence the performance of employees in the Kiaracondong Sub-district Office of Bandung City.

The Effect of Leadership and Work Motivation on Employee Performance in Kiaracondong Sub-district, Bandung City:

Magnitude of Path Coefficient:

Path coefficient X1 to X2	px1x2	0.359
Path coefficient X1 to Y	pyx1	0.691

X2 path coefficient on Y	pyx2	0.589
Multiple Determination Coefficient, and Path Coefficient of Variables Other :		
Multiple Determination (R2)	R ² Y.X1, X2,	0.737
Multiple Correlation Coefficient	R Y.X1, X2,	0.861
Determination of Var. Other to Y	P ² Y €	0.456

Based on the theoretical framework that there is an influence between the influence of leadership and work motivation on employee performance. leadership and work motivation on employee performance Environment District Kiaracondong Bandung City.

Simultaneous Testing Results X1 and X2 on Y:

Influence of Variables X1 and X2 to Y and Outside Influence Variables X1 and X2:

Interpretation of Path Analysis		
Description	Influence	%
Effect of X1, X2 to Y	0.737	73.7
Influence Beyond X1, X2	0.456	45.6

From the test results it can be seen that leadership and work motivation work motivation affect employee performance in the Kiaracondong Sub-district Kiaracondong District of Bandung City, which is 73.7%, while those influenced by other factors not examined by the author, namely work climate, commitment, and work motivation.

by other factors not examined by the author, namely work climate, commitment, work culture, work environment is 45.6%.

Partial Path Coefficient Testing:

Symbol	Path Coefficient	t count	t table	conclusion
PYX1	0.577	5.070	1,67	Ho reject There is an influence of leadership on performance
PYX2	0.218	1.712	1,67	Ho reject There is an effect of work motivation on performance

Based on the results of the above calculations, it can be revealed that leadership on employee performance in the Kiaracondong Sub-district of Bandung City both directly and indirectly can be seen in the table below: leadership on employee performance in the Kiaracondong Sub-district Environment seen in the following table below:

Direct and Indirect Effects of Leadership to Performance:

Interpretation of Path Analysis			
Description		Influence	%
X ₁	Direct effect to Y	0.527529	52.7529
	Indirect effect through X2 to Y	0.054455	5.445527
Amount		0.581984	58.19843

From the table above, it can be seen that the contribution of leadership to performance directly is 52.7529% with a tcount coefficient of 5.070, while for the ttable value at the significance level $\alpha (0.05) = 1.67$, because the value of $tcount > ttable$, as well as indirectly through work motivation variables of 5.445527%. While the contribution of leadership to overall performance reached 58.19843%, it can be concluded that leadership significantly has a direct effect on performance, this empirical evidence provides an indication that in an effort to improve performance, there needs to be an improvement in leadership factors. that in an effort to improve performance, it is necessary to improve the leadership paradigm, because leadership factors are closely related to performance.

Direct and Indirect Effects of Work Motivation to Performance:

Interpretation of Path Analysis			
Description		Influence	%
X ₂	Direct effect to Y	0.100561	10.0561
	Indirect effect through X ₁ to Y	0.054455	5.445527
Amount		0.155016	15.5016

From the table above, it can be seen that the contribution of work motivation to Performance directly amounted to 10.0561% with a tcount coefficient of 1.712, while for the ttable value at the significance level $\alpha (0.05) = 1.67$, because the value of tcount > ttable, as well as indirectly through the leadership variable by 5.445527%. While the contribution of work motivation to overall performance reached 15.5016%, it can be concluded that work motivation significantly has a direct effect on performance, this empirical evidence provides an indication that in an effort to improve performance, it is necessary to improve work motivation factors. that in an effort to improve performance, it is necessary to improve work motivation factors, because work motivation factors are closely related to improving performance. work motivation, because work motivation factors are closely related to improving performance.

CONCLUSION

Based on the results of research that has been conducted to determine The Effect of Leadership and Work Motivation on Employee Performance in Environment of Kiaracandong Subdistrict, Bandung City, then it can be drawn conclusion as follows: 1) Leadership that occurs in the Kiaracandong Sub-district of Bandung City is not in accordance with the needs of the organization, in the sense that leadership is one of the factors that have a major influence on the organization leadership is one of the factors that has a major influence on the continuity of the organization, but there are several elements / indicators that on the continuity of the organization, but there are several elements/indicators that are considered uncomfortable, so that more respondents choose the answer considered less comfortable, so that more respondents chose the answer undecided. 2) Work motivation of employees in Kiaracandong Sub-district, Bandung City Bandung is generally considered in accordance with the state of the organization. Some indicators of work motivation such as getting decent needs, feeling safe in doing work, having a good relationship with employees in doing work, having a good relationship with other employees, often other employees, often and always want to get appreciation for the work done have a fairly high value. have a fairly high value. 3) Employee performance in Kiaracandong Sub-district, Bandung City classified as high, even some employees have high satisfaction. from several existing indicators, the whole shows a good and high value good and high. 4) Leadership and Work Motivation simultaneously affect Employee performance in the Kiaracandong District of Bandung City. However, partially dominant leadership affects performance than work motivation. And partially, the influence of leadership and Work Motivation on Employee Performance is as follows: a) Leadership affects performance, so that if Leadership that occurs is appropriate, then performance will also increase. b) Work motivation affects performance, so that if employee's work motivation is in accordance with their competence, then performance will also increase. will also increase.

REFERENCE

A. A. Anwar Prabu Mangkunegara, 2008, *Manajemen Sumber Daya Manusia Perusahaan*, Cetakan ke 3, PT.Remaja Rosda Karya, Bandung.
Achmad Bachrudin dan Harapan L. Tobing, 2005, *Analisis Data Untuk Penelitian Survai dengan Menggunakan LISREL*, FMIPA UNPAD, Bandung.

- Achmad S. Ruky, 2006, Sistem Manajemen Kinerja, PT. Gramedia Pustaka Utama Jakarta.
- Adang Widjana, 2005, Pengaruh Budaya Kerja dan pola Pengembangan Karier terhadap kepuasan pegawai serta Implikasinya terhadap kinerja Pegawai pada Hotel BUMD di provinsi jawa Barat., Disertasi., UNPAD
- Arikunto, Suharmini.2003, Manajemen Penelitian, Rineka Cipta, Jakarta.
- As'ad, Mohammad, 2001. Psikologi Industri, Liberty, Yogyakarta.
- Bambang Wahyudi, 2002. Manajemen Sumber Daya Manusia, Jakarta : Erlangga
- Bernardine, Jhon H, and Joice E Russel, 2003, Human Resource Management, Third Edition, McGraw- Hill, Inc. New York.
- Brinkman, Richard L., 2000, The Dynamic of Corporate Culture: Conception and Theory, International Journal of Social Economic, Vol. 96, No. 5, @ MCB University Press.
- Cascio F, Wayne, 2003, Managing Human Resources, McGraw-Hill Irwin, London
- Cunha, Rita C., and Carry L. Cooper, 2001, Does Privatization Affect Corporate Culture and Employee Wellbeing?, Journal of Managerial Psychology Vol.17, No. 1 pp. 21 – 49, MCB UP Limited.
- Davis, Keith, and John W.Newstroom, 2002, Organizational Behaviour, Human Behaviour at Work, 11th Edition, McGraw-Hill Irwin, New York.
- Gibson, James L, and James H, Donnely, 2004, Organizational Behaviour, Structure and Process, 11th Edition SC, Mc.Graw-Hill, London.
- Gisela. Hageman, 2001, The Constuction of a. Managerial Communication Climate, Gower Publishing Company Ltd, England.
- Gomes, Faustino Cardoso, 2000, Manajemen Sumber Daya Manusia, Yogyakarta, Andi Offset
- Kreitner & Kinici, 2003, Organizational Behavior, USA : Allyn And Bacon, Needham Heights.
- Kroeber dan Kluckhohn, 1991. Etika Komunikasi. Terjemahan, Rosda Karya, Bandung
- Lovelock, Christoper, H and Laurent, K Wright, 2002, Service Marketing and Management, Prentice-Hall International, Inc. New Jersey.
- Luthans, Fred, 2002, Organizational Behaviour, Nineth Edition, Mc.Graw-Hill, New York.
- Mauil,R, P Brown, and R Cliffe, 2001, Organizational Culture and Quality Improvement, International Journal of Operation and Productivity Management, Vol. 21 No. 3, pp. 302-326, London.
- Moh. Nazir, Ph.D. 2003. Metode Penelitian. Jakarta : Ghalia Indonesia.
- Moshavi, D. & Terborg, J.R, 2002, The job satisfaction and performance of contingent and regular customer service representatives: A human capital perspective. International Journal of Service Industry Management.
- Muhammad, Arni, 2001, Komunikasi Organisasi, Bumi Aksara, Jakarta.
- Noe, A, Raymond, John R, Hollenbeck and Barry, Eirhart, 2003, Human Resource Management, McGraw Hill New York
- Parrek, Udai, 2001, Perilaku Organisasi, PT. Binaman Pressindo, Jakarta.
- Robbins, Stephen P, 2003, Organizational Behaviour, Nineth Edition, Prentice Hall, New Jersey.
- Redding, W. Charles, 2002, Comunication Within the Organization, New York, Industrial Communication Council, Inc.
- Sekaran, Uma, 2000 Research Method for Business, International Edition, Prentice Hall, USA.
- Sedarmayanti, 2001, Rekruturisasi dan pemberdayaan Organisasi Untuk Menghadapi Dinamika Perubahan Lingkungan : Ditinjau dari Beberapa Aspek Esensial dan Aktual, Mandamaju, Bandung
- Siagian S, 2008. Manajemen Sumber Daya Manusia; Pengangkatan dan Penempatan Sumber Daya Manusia, Haji Masagung, Jakarta
- Sugiyono, 2001, Metode Penelitian Bisnis, Bandung : Alfabeta.

- Suandi Prawirosentono, 2001, Manajemen Sumber Daya Manusia, Kebijakan, Kinerja Karyawan, Edisi Pertama, BPFE, Yogyakarta.
- Sule Ernie dan Saefullah. 2005, Sumber Daya Manusia, Gunung Agung, Jakarta.
- Uchyana, Onong Efendy, 2000, Filsafat Komunikasi, Remaja Roda Karya, Bandung
- Wiryanto, 2004. Pengantar Ilmu Komunikasi, Gramedia, Jakarta
- William B, Jr, and Werther, 2001. Human Resources and Personnel Management, Fifth Edition, McGraw- Hill, Boston, US