

The Influence of Leadership and Motivation on the Performance of Gowa Regency Trade and Industry Service Employees

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Article Info	Abstract
Leadership, Motivation, Performance	This study aims to determine the influence of leadership and motivation on the performance of employees of the Gowa Regency Trade and Industry Office. This research is a type of quantitative research. The sample used in this study as many as 35 respondentat the Gowa Regency Trade and Industry Office was obtained from questionnaires distributed with related to the problem studied. The results of this study show that the results of the t-test on leadership with a significant value ($0.000 < 0.05$) or a t-count value greater than the t-table ($5.246 > 1.692$) then there is a positive and significant effect on employee performance and motivation with a significance value ($0.000 < 0.05$) or a t-count value greater than the t-table ($3.897 > 1.692$) then there is a positive and significant influence on employee performance. This happens because employees feel sufficient in providing achievements or awards to employees, so there is an opportunity to advance and greatly affect employee performance. Consistent with interviews with employees who are a perfect fit for the office, higher-ranking employees said that they felt the company had a vision/mission that they wanted to achieve together, so they felt responsible for their duties.

1. Introduction

Leadership is an important element in a company or government agency. If leadership is not professional, it will affect employee performance. This aligns with the theory proposed by Thoha (2007:1), which states that the success or failure of an organization is largely determined by leadership, as the leader is responsible for the failure of any work (Mulyadi I, 2020). Leadership is an art or process of influencing a group of people so that they work earnestly to achieve group goals.

Effective leadership significantly impacts performance improvement. The importance of leadership in employee performance within an organization is primarily as a motivational tool. High work motivation is essential as it supports enhanced employee performance. Thus, work motivation is crucial for improving employee performance. Leadership is a key factor in an organization. As is well known, leaders play a significant role in organizations. It is essential to pay attention to the leadership qualities of a leader.

Leadership is the ability to influence the behavior of an individual or group to achieve

specific goals in particular situations. Besides leadership, motivation is another factor that supports employee performance. Motivation is critical in an organization as it can boost employee performance, and the management's ability to motivate will significantly determine the success or failure in achieving organizational goals.

Employee work motivation is equally important because it drives and directs employees to perform at a high level that meets the company's expectations. According to Wukir (2013), "Motivation is a set of reasons for taking a specific action." It can be defined as the process explaining a person's intensity, direction, and persistence in striving to achieve a goal. Therefore, motivation is not directly observable but can be inferred from visible behaviors. Motivation is something that energizes someone to work. Hence, work motivation is often referred to as a work spirit booster in psychology.

The importance of work motivation for a company lies in its role as a driving factor for employees. Every activity someone undertakes is driven by specific motivating factors.

Employee performance can be assessed by their work motivation. One of the motivational incentives provided by companies is appropriate compensation based on the employee's performance (Ahmad R, 2019). Organizational progress is undoubtedly supported by employee performance. Employee performance improvement can be achieved if leadership within an organization effectively motivates employees to create a positive work environment, leading to high performance. Therefore, leadership and motivation are interconnected in influencing employee performance within an organization (Wijayanti D, 2012).

There is a relationship between motivation and leadership style in employee performance. Employees who possess high motivation and adopt an effective leadership style in their work will achieve higher performance levels. Thus, it can be concluded that there is a positive correlation between motivation and leadership style in employee performance. Employees with good performance will deliver optimal results. Hence, this study aims to identify the factors influencing employee performance (Munawar M, 2019). The Department of Trade and Industry of Gowa Regency is an organization formed by the Gowa Regency Government to assist in government affairs in the industrial and trade sectors.

Based on observations and interviews conducted by researchers, several issues were found within this organization. The main problem is employee performance that does not meet the company's expectations, such as employees using work hours for personal matters. For instance, tasks assigned by superiors are not immediately addressed by employees; instead, they prioritize personal tasks first, believing the assigned tasks are easy and can be completed quickly, resulting in delays.

Another issue involves ineffective leadership within the organization. This is evident from the leader's lack of assertiveness and inadequate supervision, which impacts employee performance. Additionally, there is a

lack of motivational support, such as encouragement to work diligently.

This is reflected in the employees' low awareness of working professionally, their lack of confidence, and their failure to take responsibility for their tasks. For example, supervisors do not provide sufficient motivation, such as recognizing and rewarding outstanding employees. This situation requires attention from the leadership in the office to enhance employee performance. It is crucial for leaders to apply effective leadership and provide good motivation to all employees, as employees with strong leadership and motivation will strive to improve their performance and achieve the best possible outcomes in their work.

2 Research Methodology

Quantitative data management techniques are used to determine the relationship between leadership and motivation on employee performance through validity tests, reliability tests, classical assumption tests, multiple linear regression, and hypothesis testing. The validity test aims to ensure the accuracy of the questionnaire, where a questionnaire is considered valid if it can measure what it is intended to measure (Ghozali, 2005). The reliability test measures the consistency of the results under various conditions. Consistent measurements indicate high reliability (Mahfud and Ratmono, 2003). The classical assumption test is conducted to ensure that the results of the multiple linear regression analysis are free from deviations, including normality, multicollinearity, and heteroscedasticity tests.

The normality test is used to determine whether the data distribution approaches normality by observing the distribution of data around the diagonal line (Juliandi and Irfan, 2013). The multicollinearity test examines the correlation between independent variables, where a strong correlation indicates the presence of multicollinearity, which can be identified through the Variance Inflation Factor (VIF) and tolerance values. The heteroscedasticity test aims to assess whether

the variance of the residuals from one observation to another is consistent by examining the scatterplot graph. If the points form a certain pattern, heteroscedasticity has occurred.

Furthermore, multiple linear regression analysis is used to determine the influence of independent variables, namely leadership and motivation, on employee performance (Sugiyono, 2012), with the regression equation $Y = a + b_1X_1 + b_2X_2 + e$, where Y represents performance, X_1 is leadership, X_2 is motivation, a is the constant, and b_1 and b_2 are the regression coefficients of each variable.

Finally, hypothesis testing is carried out to determine the partial effect of independent variables on the dependent variable. The t-test is used to assess whether the independent variables significantly affect the dependent variable at a 95% confidence level ($\alpha = 0.05$). The decision is made by comparing the calculated t-value (t_{hitung}) with the critical t-value (t_{tabel}); if $t_{hitung} < t_{tabel}$, H_0 is accepted, and if $t_{hitung} > t_{tabel}$, H_0 is rejected, and H_a is accepted.

3. Results and Discussion

Respondent Identity

This study was conducted on employees of the Trade and Industry Office of Gowa Regency. Data were collected through questionnaires distributed directly to respondents. A total of 35 questionnaires were distributed, all of which were returned and processed, resulting in a 100% response rate.

Respondent Characteristics Based on Gender

Out of the total respondents, 21 (60%) were male, while 14 (40%) were female. This indicates that the majority of respondents in this study were male.

Respondent Characteristics Based on Age

The largest age group was 41-50 years, with 18 respondents (51.4%), followed by those aged over 51 years with 14 respondents (40%), and the 30-40 age group with 3 respondents (8.6%). The majority of respondents fell within the 41-50 age range.

Respondent Characteristics Based on Education

A total of 28 respondents (80%) had a bachelor's degree (S1) as their highest level of education, while 7 respondents (20%) had a master's degree (S2). Therefore, most respondents had a bachelor's degree background.

Respondent Characteristics Based on Years of Service

The majority of respondents, 25 employees (71.4%), had between 11 and 20 years of service. Those with 21-40 years of service accounted for 7 respondents (20%), while only 3 respondents (8.6%) had 5-10 years of service. This indicates that most employees had considerable work experience.

Research Data Description

The research data were obtained from respondents' feedback on leadership, motivation, and employee performance variables.

Leadership Variable

The leadership variable was measured through four indicators. The majority of respondents answered "agree" or "strongly agree" to the statements presented. Indicator X1.3 had the highest average score (4.66), followed by X1.1 and X1.4 with an average of 4.63, and X1.2 with an average of 4.60.

Motivation Variable

Motivation was measured through four indicators. Indicator X2.4 had the highest average score (4.40), followed by X2.3 with an average of 4.37, X2.1 with an average of 4.29, and X2.2 with an average of 4.20. Most respondents provided positive feedback.

Employee Performance Variable

Employee performance was measured through four indicators. Indicators Y.1 and Y.3 had the highest average scores (4.66), while Y.2 and Y.4 had an average score of 4.60. The dominant responses were "agree" and "strongly agree."

Validity Test

A validity test was conducted to ensure the research instrument accurately measured the intended variables. The test results showed that all items in the leadership, motivation, and employee performance variables had a calculated r-value greater than the critical r-value (0.2826) with a p-value of 0.000, indicating that all items were valid.

Discussion

Based on the statistical testing results, the following conclusions can be drawn:

1. **Leadership as an Independent Variable** has a positive and significant effect on employee performance at the Trade and Industry Office of Gowa Regency.
2. **Motivation as an Independent Variable** also positively and significantly affects employee performance at the Trade and Industry Office of Gowa Regency.

The explanation of these variables is as follows:

The Influence of Leadership and Motivation on Employee Performance

The results of the t-test indicate that leadership has a significance value smaller than the significance level ($0.000 < 0.05$) or a t-value greater than the t-table value ($5.246 > 1.692$). This confirms that leadership positively and significantly influences employee performance. It implies that the leadership within the Trade and Industry Office of Gowa Regency is improving, which in turn enhances employee performance. Employees feel that the institution has a clear vision and mission they aim to achieve together, which fosters a sense of responsibility toward their tasks.

According to Griffin and Ebert in Wijono (2018:1), leadership is "the process of motivating others to work diligently to achieve organizational goals." Similarly, Sutrisno (2020:213) defines leadership as "the activity of guiding, directing, and influencing others to achieve expected outcomes." Similarly, motivation shows a significance value smaller than the significance level ($0.000 < 0.05$) or a t-value greater than the t-table value ($3.897 > 1.692$). This confirms that motivation positively

and significantly impacts employee performance. This occurs because employees feel adequately rewarded and recognized for their achievements, providing opportunities for growth, which significantly influences their performance.

Wardan (2020:109) states that "Motivation is the effort or activity to stimulate or enhance the enthusiasm and spirit of work among employees." Mohtar (2019:20) defines motivation as "the internal drive that compels someone to behave in a way that helps achieve predetermined goals."

Supporting Research

This study's findings align with Rahmatullah's (2013) research, which also concluded that leadership has a positive and significant effect on employee performance.

1. **Leadership Variable:** This variable significantly supports employee performance at the Trade and Industry Office of Gowa Regency. Effective leadership must apply potential attitudes within institutions, organizations, or companies to improve performance. This confirms the initial assumption that appropriate leadership enhances employee performance.
2. **Motivation Variable:** Motivation positively and significantly influences employee performance, primarily because employees are satisfied with the recognition and rewards they receive. Additionally, the opportunity for advancement plays a crucial role in driving better performance.

4. Closing Conclusion

Based on the hypothesis testing results and discussion, the following conclusions can be drawn:

1. Leadership has a positive and significant influence, with a significance value of 0.000, on improving employee performance at the Trade and Industry Office of Gowa Regency.
2. Motivation has a positive and significant influence, with a significance value of 0.000, on enhancing employee performance at the Trade and Industry Office of Gowa Regency.

Recommendations

Based on the conclusions presented, the following suggestions are proposed:

1. For the Management of the Trade and Industry Office of Gowa Regency, greater attention should be given to leadership, motivation, and employee performance. Employee performance is closely related to individual well-being and physical condition, which directly affects their ability to work optimally.
2. For Future Researchers, it is recommended to expand this study by exploring other variables such as competence, work stress, and compensation within the Trade and Industry Office of Gowa Regency.

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