

Effect Between Leadership Style, Job Satisfaction And Job Motivation On Employee Performance At PT. Kansai Prakarsa Coatings In Tangerang City

Muhammad Fitrah Dzakwan, Mastur Thoyib, Teuku Fajar Shadiq, *Agus Iwan Mulyanto
Pascasarjana Universitas Islam Syekh-Yusuf , Indonesia, 15118
E-mail Corespondent : ai_mulyanto@unis.ac.id

Abstract

The purpose of this study was to determine the effect of leadership style, job satisfaction and work motivation on employee performance. The sample in this study amounted to 83 people, with the sampling technique using saturated sampling or also called census. According to Arikunto (2013) if the population is less than 100 then all the population is sampled. Based on this, then in this study the population became a sample, as many as 83 people. The data collection technique used is a questionnaire. The data analysis technique used multiple linear regression analysis. The results showed that leadership style had a significant positive effect on employee performance (Sig 0.032 < 0.05) which means that H1a is accepted and H1o is rejected, job satisfaction has a significant positive effect on employee performance (Sig 0.035 < 0.05) which means that H2a is accepted. and H2o is rejected and work motivation has a significant positive effect on employee performance (Sig 0.035 < 0.05), which means that H3a is accepted and H3o is rejected.

Keywords: Leadership Style, Job Satisfaction, Work Motivation, Employee Performance.

A. Introduction

The paint industry is one of the oldest industries in the world, archaeologists say that in prehistoric times, ancient people painted their caves. In 2003 and 2004, an archaeologist from South Africa made discoveries in the Blombos Cave that existed about 1,000 years ago, at that time the Africans had used materials from a mixture of ocher (ocher: clay pigment which is usually yellow or dark brown) to color the walls. their cave. Paint (Coating) is a layer that protects objects from environmental excesses, from time to time paint is used for building protection and also to beautify buildings to make them visually attractive, the paint industry is growing rapidly resulting in increasingly fierce business competition, as well as motivating companies to continue to meet market demand by providing quality and satisfactory prices for the community. In Indonesia, there are hundreds of paint companies competing to dominate the market in this country, here are some of them are PT Abadi Coating Solusi, PT Avia Avian, PT Danapaint Indonesia, PT ICI Paint Indonesia, PT Jotun Indonesia, PT. Kansai Prakarsa Coatings, PT Nipsea

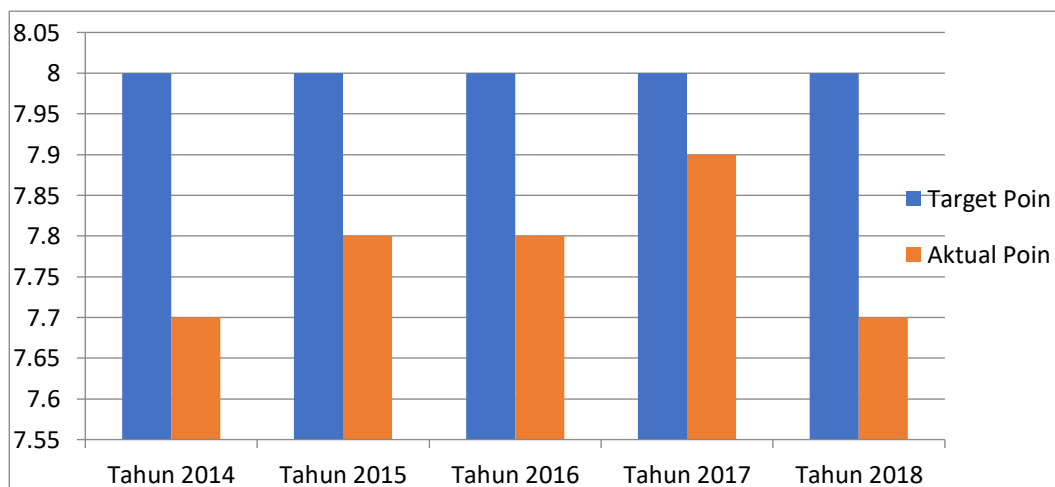
Paint and Chemicals. The paint industry has a very broad market because almost all goods or objects require paint with the purpose and function of the paint itself, which is used to protect structures which are generally made of steel or aluminum from corrosion attack and provide color and beautify the appearance of an object. one is PT Kansai Prakarsa Coatings.

PT. Kansai Prakarsa Coatings is a subsidiary of Kansai Paint Co., Ltd. The company was founded in 2012. Prior to the acquisition by its parent company, the company was known as PT. One Mighty Elephant. The company is engaged in manufacturing and selling paints and paint-related products, PT. Kanai Prakarsa Coating has several branches in Indonesia, the head office is located in Tangerang, then branches are in Jakarta, Surabaya, Bali, and Bandung. PT. Kansai Prakarsa Coatings competes with dozens of other paint companies. Competition requires every organization to improve the quality of their competitiveness by using qualified and competent human resources. Which is where they are expected to maximize the company's performance and fulfill customer desires.

A company that wants to increase its development is required to have qualified employees. Quality employees are employees who can fulfill what the company wants. To improve employee performance, it takes the right leadership style from each division leader, job satisfaction from each employee and the motivation given by the company so that employees can work optimally.

Employee performance can be measured through a performance appraisal conducted annually. The work performance assessment is expected to have a positive influence and contribute to an organization and can be used as an effective tool to improve performance and productivity, and to develop workers (Erialdy, Maruf Akbar, 2021). Performance appraisal is a systematic evaluation conducted by the Human Resource Department which aims to assess the ability of each employee and plan what should be applied to the employee in order to provide growth for the employee.

The following is the data on employee performance appraisal of PT. Kansai Coatings Initiative:



Source: PT. Kansai Coatings Initiative (Data Processed)

From Figure 1.1 it can be seen that the average level of employee performance that reaches the target in the 2014-2018 period is below the target, this needs to be watched out by companies, companies must seriously manage their human resources so that human resources have good performance, so that can help achieve the goals of the company. Then there are factors that affect employee performance, including leadership factors, job satisfaction and motivation. These factors are interesting to study, whether they have a relationship with employee performance.

Human resources provide awareness that the effectiveness of the company will be determined by the quality of its people. In today's industrial era, companies are required to be more responsive to be able to compete competitively with competitors. Therefore, human resources have a very important role in the company's operations, even though they are supported by other things, if they do not have reliable human resources or human resources who cannot take advantage of good facilities and infrastructure, the company will not run well, this proves that human resources are something that must be considered and handled appropriately.

This research will complement previous studies, based on this research, it is hoped that the company can make the right program to improve employee performance, because improving employee performance is a good hope for the company, especially for PT Kansai Prakarsa Coatings in Tangerang city, has benefits to find out whether leadership, job satisfaction and motivation have a relationship with employee performance. Because employees are the main factor that is very important to achieve company success.

B. Method

According to Sugiyono (2017:122) the notion of research method is "a scientific method that is carried out in order to obtain data with certain goals and uses". This design uses a quantitative approach using descriptive analysis. Which aims to describe and see how much influence the existing research variables have, without doing the treatment as found in experimental research. Therefore, this research is categorized into descriptive research, namely trying to describe the existing variables and knowing the effect of one variable on another between predictors and one criterion variable, Sugiyono (2017: 123). This study uses five variables, 3 independent variables, namely leadership style (X1), job satisfaction (X2), and work motivation (X3) while the dependent variable is employee performance (Y) as the dependent variable.

According to Sugiyono (2017:123) the population is a collection of objects/subjects that have certain qualities and characteristics determined by research to be studied which are then drawn conclusions. Meanwhile, according to Arikunto (2013:123) the population is the entire research subject. The population in this study were employees of PT. Kansai Prakarsa Coatings in the Head Office consists of 83 employees. Data collection is the stage that is carried out to obtain primary data. Primary data is carried out directly from respondents. The data sources used are primary data and secondary data.

C. Results And Discussion

The Influence of Leadership Style on Employee Performance

Based on statistical results, it is concluded that leadership style has a significant positive effect on employee performance (Sig 0.032 <0.05), which means that H1a is accepted and H1o is rejected. The positive direction of the regression results suggests that if the leadership style increases, the employee's performance also increases. Conversely, if the leadership style decreases, employee performance also decreases. The results of this study are in line with research conducted by Dewi (2012) and Abas, Sawitri, and Puspawati (2019) which stated that leadership style has a strong influence on employee performance. The purpose of the results of this study is that each leader has his own way of managing his employees at work. It is emphasized that leadership style is the way used in leading and influencing the members of the organization. If the leader is able to bring up good thoughts, feelings, and behaviors for employees, then employee performance will increase.

The discussion in this study can be classified on several indicators based on a questionnaire distributed to employees at PT. Kansai Initiative Coatings In Tangerang City. Leader at PT. Kansai Prakarsa Coatings in Tangerang City has involved employees in making decisions and always communicates well with subordinates. To ensure that work always runs smoothly, company leaders never feel awkward in giving directions and always take responsibility for every job. If there are conflicts and problems at work, the leader always provides open access for discussion. More than that, the leader of PT. Kansai Prakarsa Coatings in Tangerang City also always keeps promises with what is promised to employees. In general, the behavior and decisions made by the leaders in the company have been very good. These behaviors are characteristics of leaders who are highly respected and liked by employees. It was proven that as long as it was led by the leadership of PT. Kansai Prakarsa Coatings In Tangerang City, the performance of employees showed a positive and significant improvement. However, although in general it looks good, it turns out that there are still a few employees from the minority who think that the leader has not worked well.

The Effect of Job Satisfaction on Employee Performance

Based on statistical results, it is concluded that job satisfaction has a significant positive effect on employee performance (Sig 0.035 <0.05), which means that H2a is accepted and H2o is rejected. The positive direction of the regression results implies that if satisfaction increases then employee performance also increases. Conversely, if job satisfaction decreases, employee performance also decreases. The results of this study are in line with research conducted by Reynaldo Stefanus (2019) and Changgriawan (2017) who concluded in their research that job satisfaction has a significant positive effect on employee performance.

Job satisfaction is a very important concept in an organization. In addition, job satisfaction is an emotional state for the achievement of organizational goals. The results of this study indicate how the element of job satisfaction can improve employee performance in the organization. From

the results obtained, it was found that the employees of PT. Kansai Prakarsa Coatings in Tangerang City has received a very decent wage/salary where the salary is always above the UMR of the city of Tangerang. In addition to a salary that is considered fair, bonuses in work and overtime also determine employee satisfaction at work so that at work, employees no longer think about an unbalanced salary amount and can focus on work. The work environment is also an important key in raising job satisfaction obtained by employees of PT. Kansai Prakarsa Coatings In Tangerang City, where employees feel that they can work in a conducive manner.

Hospitality between employees with one another is an advantage of the environment and organizational culture built by company officials so that the sense of belonging to a family in the office comes alive. Long-term award matters in the form of clarity of career paths and promotions also support how employees can feel comfortable at work so that the performance of employees also increases. Employees at PT. Kansai Prakarsa Coatings in Tangerang City has understood well how career paths should be built in the company so that to achieve these career paths employees must work harder which has an impact on increasing employee performance.

The Effect of Work Motivation on Employee Performance

Based on the statistical results that have been carried out, it is concluded that work motivation has a significant positive effect on employee performance (Sig 0.035 <0.05), which means that H3a is accepted and H3o is rejected. The positive direction of the regression results implies that if motivation increases, employee performance also increases. Conversely, if work motivation decreases, employee performance also decreases. The results of this study are in line with research written by Siagian and Lusri (2017) and Sutedjo and Mangkunegara (2018) which resulted in the finding that work motivation positively and significantly affects employee performance.

The results of this study indicate that the dimensions of the employee motivation variable are very attached to organizational members at PT. Kansai Initiative Coatings In Tangerang City. Employee motivation is inseparable from the fulfillment of some of the needs of employees in an organization. At PT. Kansai Prakarsa Coatings In Tangerang City, it is known that the company has provided various infrastructure and facilities related to employee physiology such as the availability of places to eat, rest hours, and social security and labor. The infrastructure and facilities will automatically be obtained by employees at PT. Kansai Prakarsa Coatings In Tangerang City except for outsourced employees.

In addition, the company is also very aware of the importance of feeling safe and comfortable for employees in working either directly or indirectly. An example of a direct service that is applied by the company is to provide space for employees who want to complain to the company through HRD, but there are also services that do not occur directly such as providing accident insurance to all employees through third parties/insurance. The company also does not forget to provide a performance stage for employees so that a healthy work competition can be built in the employee area of PT. Kansai Initiative Coatings In Tangerang City. Work competition that is built

in the company environment indirectly provokes employees with other employees to give each other awards, praise, and recognition so that employee performance increases.

D. CONCLUSION.

1. Based on statistical results it can be concluded that leadership style has a significant positive effect on employee performance.
2. Based on the results, it can be concluded that job satisfaction has a significant positive effect on employee performance.
3. Based on statistical results, it can be concluded that work motivation has a significant positive effect on employee performance.
4. The independent variables jointly affect the dependent variable.

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