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The Influence of Leadership and Motivation on The Performance of Employees of The Subbagpers Bagrenmin Korsabhara Indonesian National Police Security Agency

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Abstract: This study has the following research objectives: To determine the influence of leadership on employee performance, To determine the influence of work motivation on employee performance, and To determine the influence of leadership and work motivation together on employee performance of Subbagrenmin Korsabhara Baharkam Polri. The t-test results show a calculated t value of 4.605, which is greater than the t-table of 2.004, so the hypothesis states that leadership influences employee performance is accepted. The t-test results on the work motivation variable show a calculated t value of 8.143, which is greater than the t-table of 2.004, so the hypothesis states that there is an influence of work motivation on employee performance is accepted. The Adjusted R Square value of 0.781 indicates that 78.1% of employee performance variations can be explained by leadership and work motivation variables simultaneously. While the remaining 21.9% is influenced by other factors outside this study.

Keyword: Leadership, Motivation, Employee Performance

INTRODUCTION

Human resources (HR) are the primary asset in every organization, including government organizations and law enforcement agencies. An organization's success in achieving its goals is determined not only by the availability of facilities, infrastructure, and technology, but primarily by the quality, motivation, and performance of its employees. Without the support of highly motivated employees and the right leadership style, organizational goals will be difficult to achieve optimally. The position and role of the Indonesian National Police (Polri) are increasingly important in organizing governance and development in an effort to achieve the national goal of realizing a civil society that is law-abiding, modern, democratic, prosperous, just, and highly moral. Their important position and role mean that Civil Servants are constantly required to demonstrate full loyalty and obedience in carrying out their duties and

to focus all their attention and mobilize all their resources and energy efficiently and effectively.

In addition to work motivation, leadership behavior also plays a significant role in employee performance. Leadership in an organization serves not only as a guide and controller, but also as a role model capable of inspiring and creating a conducive work climate. Leaders with effective leadership behaviors are able to provide clear direction, communicate effectively, and create harmonious working relationships, so that employees feel valued, motivated, and committed to their work. The following table illustrates the leadership phenomenon.

The concept of performance essentially reflects an individual's ability to achieve specific goals. Consequently, employees are expected to perform their best in their work. Therefore, monitoring employees is essential to improve performance and achieve desired goals. According to Hasibuan (2006:195), employee performance is the result of their work, including their discipline, creativity, cooperation, and personality.

The decline in employee motivation, reaching only 67%–73%, also reinforces previous research findings (Sari, 2020; Lestari, 2021), which found that low motivation directly impacts employee performance. This is evident in suboptimal performance outcomes, such as timely document completion (82%) and the quality of administrative output (78%).

Thus, the agency phenomenon and previous research findings both indicate that leadership and motivation are two important factors that are strongly suspected of influencing employee performance. This underlies the need for more in-depth research on the influence of leadership (X_1) and motivation (X_2) on employee performance (Y) at the Subbagpers Bagrenmin Korsabhara Baharkam Polri.

METHOD

Types of research

The quantitative method was chosen so that the research results could be measured objectively through numerical data obtained from the questionnaire, then analyzed using inferential statistical techniques. A statement or question that requires alternative answers, strongly agree, agree, less agree, disagree where each: strongly agree is given a score of 4, agree 3, less agree 2, and disagree 1 (Sugiyono, 2022). Quantitative research takes a distance between the researcher and the object of research. Quantitative research uses formal, standard, and measuring instruments. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to members of the National Police Certification Institute, the results of which are then processed using the SPSS program for Windows version 29 to determine the effect of work motivation and leadership behavior together on the performance of employees of the Subbagpers Bagrenmin Korsabhara Baharkam Polri. This method is used to test the influence between two independent variables and one dependent variable.

Sample population

According to Sugiyono (2022), a population is a generalization area, an object/subject with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. Based on this definition, the population in this study is 125 Employees at the Subbagpers Bagrenmin Korsabhara Baharkam Polri, the sample was conducted using the Slovin technique. From the calculation, the result was 55 people. So the number of samples studied was 55 The respondents were employees of the Subbagpers Bagrenmin Korsabhara Baharkam Polri.

Method of collecting data

Techniques are methods for searching for and obtaining data on variables in the form of notes, reports, and documentation. According to Sugiyono (2020), there are two main factors that influence the quality of research data: the quality of the research instrument and the quality of the results. In this study, the data collection technique used is the field research technique, carried out by going directly to the field using a questionnaire data collection tool which is distributed to respondents.

The data collection techniques used in this study are as follows:

1. Questionnaire

In this study, the author used a closed questionnaire (statements that were already available), where the author provided respondents with a choice of each statement submitted, so that respondents only had to mark (X) or mark (√) on each statement option they wanted.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

research instrument of the variables of the influence of work motivation and leadership behavior together on the performance of employees of the Subbagpers Bagrenmin Korsabhara Baharkam Polri is in the form of a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS).

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the $r_{\text{result}} > r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r_{result} is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r\ \alpha > r\ \text{table}$, then the item or variable is reliable.
- b) If the r alpha value is negative and $r\ \alpha < r\ \text{table}$ or $r\ \alpha$ is negative $> r\ \text{table}$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable " Y " can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

- a. t-test
To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:
 - 1) H_0 is accepted if $t_{\text{count}} < t_{\text{table}}$.
 - 2) H_0 is rejected if $t_{\text{count}} > t_{\text{table}}$.
- b. F test
The F test statistic is used to determine simultaneously (multiple) the effect of training and workload on employee performance at the Bureau. Papua Police HR, with the test decision being:
 - 1) H_0 is accepted if $F_{\text{count}} < F_{\text{table}}$.
 - 2) H_0 is rejected if $F_{\text{count}} > F_{\text{table}}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of the leadership variable (X_1), work motivation variable (X_2) and the dependent variable of employee performance. (Y) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on performance or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

1) t test

- a) Effect of Training (X_1) on employee performance (Y).
Coefficients table, the results of the t test show a calculated t value of 4.605 which is greater than the t table of 2.004, so the hypothesis stating that leadership has an effect on employee performance is accepted.
- b) Influence work environment (X_2) on employee job satisfaction (Y).
t -test on the work motivation variable show a calculated t- value of 8.143 which is greater than the t-table of 2.004, so the hypothesis stating that there is an influence of work motivation on employee performance is accepted.

2) F test

From the results of the table above, namely the test ANOVA obtained a calculated F value of 80.860 , while the F table ($\alpha 0.05$) for $n = 55$ was 2.77. So the calculated $F >$ from the F table ($\alpha 0.05$) or $80.860 > 2.77$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that Training (X_1) and Workload (X_2) together or simultaneously have a positive effect on employee performance (Y).

CONCLUSION

1. Leadership has a positive and significant effect on employee performance. The t -test results show a calculated t- value of 4.605, which is greater than the t- table of 2.004, so the hypothesis stating that leadership has an effect on employee performance is accepted. This shows that the better the quality of leadership, the better the performance of employees of the Subbagpers Bagrenmin Korsabhara Baharkam Polri.
2. Work motivation has a positive and significant effect on employee performance. The t -test results on the work motivation variable show a calculated t- value of 8.143, which is greater than the t- table of 2.004 . Therefore, the hypothesis stating that work motivation has an effect on employee performance is accepted . This finding indicates that work motivation is a very strong factor in improving employee performance.

3. Leadership and work motivation simultaneously have a significant effect on employee performance. The results of the ANOVA test (F test) show a calculated F value of 97.250 which is greater than the F table of 2.77 with a significance level of $0.000 < 0.05$. This proves that leadership and work motivation together have a significant effect on the performance of employees of the Subbagpers Bagrenmin Korsabhara Baharkam Polri. The Adjusted R Square value of 0.781 indicates that 78.1% of employee performance variations can be explained by leadership and work motivation variables simultaneously. While the remaining 21.9% is influenced by other factors outside this study.

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