

Influence Leadership, Motivation Employees, and Work Enthusiasm on Employee Performance

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ABSTRACT

Human resource management is a process consisting of planning, organizing, leading, and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion, and termination of employment in order to achieve the stated goals. The purpose of this study was to determine the influence of leadership, motivation, and morale on employee performance in the Medan Selayang District Office, Medan City. The data analysis technique in this study used multiple linear regression analysis. With a sample of 83 employees. And the results of the study show that leadership and motivation have no effect on employee performance but are different from work enthusiasm which has a significant effect on employee performance

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Introduction

Source Power humans in organizations must always oriented to vision, mission, goals and goals the organization in which it is located. Source Power man Can managed and managed need For led by a leader And own motivation And inner spirit work. The research was conducted at the Medan Selayang District Head Office, which is an office that owns strategic location is at in the middle from 6 wards so in giving service for public really easy, for public Which need it.

Factor First is problem leadership Can is known from exists complaint employee consequence No exists compatibility with leader Good facet leadership nor system given work. Factor second is motivation employee can in consider as Wrong One factorinfluencing decline Spirit Work Because as can be seen at the office camat Medan over that motivation from agency very not enough to employee. Factor to three interview Which in do by writer to Head of Subdivision subdistrictMedan over in get data that Spirit employee Still not enough optimal, condition This cause a number of employees only have A little Spirit in Work so that work they become No effective. Performance is performance or results Work in a manner quantity or quality achieved by a employee in carry out task tree in accordance with not quite enough answer Which has given. Performance part employee Not yet maximum in do which job given.

Literature Review

Leadership

According to Sudaryono (2014:11); leadership is ability influence something group to direction achievement purpose. Opinion This looked something member group or organization as One unity. According to Husaini Usman (2019:8) Leadership is object and subjectWhich interesting And No boring For learned, researched, written, And reflected good by person layman, academics, researchers, nor practitioner. According to Fahmi (2016:122); Leadership is something studying science in a manner comprehensive about how directing, influencing, and controlling others do task according to the planned orders.

According to opinion on can concluded that leadership is something ability Which can make person others do that performance Good in accordance with a purpose Which expected

Motivation

According to sunyot9 (2013); motivation Work is strength potential Which There is in in self a human beings that can be developed by a number strength out to the core range every reward monetary and non-monetary rewards. According to Sedarmayanti (2017, p. 154) Motivation is propelling force someone to do something action or not in essence There is internally and externally positive or negative. According to Pratiwi (2019, page :97); Motivation is set strength originating energy from within the individual, to begin with work- related behavior in form, direction, intensity, and duration

Spirit Work Employee

According to Nitisemit (2014); Spirit Work is do work in a manner more enterprisingso that thus work will can expected more fast And more Good. According to Hasibuan (2013); Spirit Work is desire And seriousness somebodydo his job with Good as well as disciplined For reach achievement Work maximum. According to Burso (2018:325); Spirit Work is something arrangement work contained in a agencies that show a sense of enthusiasm in carrying out activity and encouragement employee to work better and more productive

Performance Employee

According to Sutrisni (2016:172): Performance is results Work employee seen from aspect quality, quantity, time work and Work The same to reach objective who have set by organization nor agency. According to Mangkunegara (2017:67), Performance is results in a manner quality and quantity yes achieved by someone staff in execution his job according to responsibility answer that in give to him. According to Kasmir (2016:182) suggests that "Performance is results WorkAnd behavior Work Which has achieved in finish tasks And not quite enough answer Which given in a period certain.

hypothesis

According to Yusuf (2014:130) stated " Hypothesis is something guess while, a thesis temporary Which must proven the truth through investigation scientific". Based on background back and formulation problem as well as framework think or conceptual so hypothesis from study This as following :

- H1 : leadership influential to performance employees at the district office Medan short.
- H2 : Motivation employee influential to performance employee on sub-district office Medan short.
- H3 : Spirit Work employee influential to performance employee at the district office Medan short.
- H4 : leadership, Motivation employee, And Spirit Work influential to performanceEmployee in the district Medan over

method

Approach study Which used is approach quantitative. According to Sugiyono (2016:7), approach quantitative is method study Whichbased on philosophy positivism, as method scientific or scientific Because has fulfil rule scientific in a manner concrete or empirical, objective, measurable, rational, And systematic. The population in this study amounted to 83 office civil servants Camat Medan short. Method taking sample This study uses saturated sampling. According to Arikunto (2017), "saturated sampling is technique determination sample when all member population used as sample. Data analysis models used is analysis linear regression double. According to Ghozali (2018:95) Analysis multiple linear regression is analysis to find out influence variable free (independent) Which the amount more from One to Onevariable bound (dependent).

Research Results

Normality Test

Normality test aims to test whether in the regression model, variable bully or residual have normal distribution. Test *t* and *F* assume that the residual values follow a normal distribution. In this study, the normality test for residuals used the Kolmogorov -Smirnov test. The significance level used $\alpha = 0,05$. The basis for making a decision is to look at the probability number *p*, with the following conditions.

If value probability $p \geq 0.05$, then the assumption of normality is fulfilled.

If probability < 0.05 , then assumption normality is not met.

Table 1 Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		83
Normal Parameters ^{a, b}	Means	.0000000
	std. Deviation	.34819807
Most Extreme Differences	absolute	.137
	Positive	.137
	Negative	-.122
Kolmogorov-Smirnov Z		1,252
Asymp. Sig. (2-tailed)		.087
Exact Sig. (2-tailed)		.079
Point Probability		.000

a. Test distribution is Normal.

b. Calculated from data.

Take note that based on Table 4.7, known mark probability por *Exact. Sig. (2-tailed)* of 0.079. Because of value probability p, which is 0.079, greater than the significance level, which is 0.05. This means the data is distributed norm l.

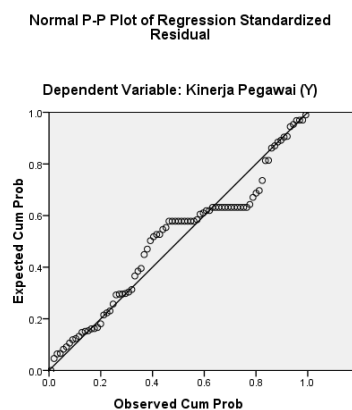


Figure 1 Normality Test Normal Probability Plots

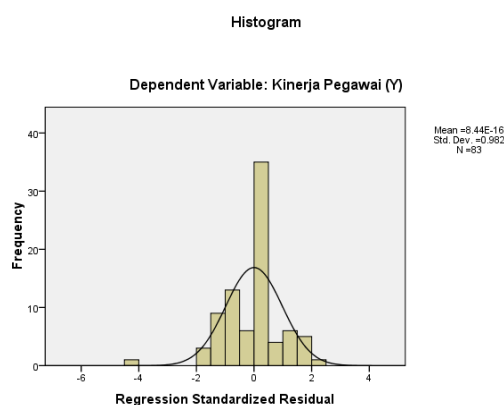


Figure 2 Histogram Normality Test

Figure 1 represents testing normality by approach *normal probability plot*, while in Figure 2 is testing normality with the histogram approach. It is known in Figure 4.1, the dots spread around the diagonal line, while in Figure 4.2, it is visible curve shaped normal curve, so the data is normally distributed.

Multicollinearity Test

To check is happen multicollinearity or ca n't seen from mark *variance inflation factor* (VIF). More VIF value of 10 indicated something variable free happen multicollinearity.

Table 2 Test Multicollinearity

Model		Collinearity Statistics	
		tolerance	VIF
1	(Constant)		
	Leadership (X1)	.721	1,387
	Motivation Employee (X2)	.705	1,419
	Spirit Work (X3)	.681	1,469

Take note that based on Table 2, known VIF value of Leadership (X1) is 1.387, VIF value of Motivation Employee (X2) is 1,419 and VIF value of Morale (X3) is 1,469. because whole VIF value < 10, then concluded that did not occur multicollinearity.

Heteroscedasticity Test

Statistical test Glejser chosen Because more can ensure accuracy results compared to the graph plot test that can be creates bias. Glejser test done by regressing variable free to mark its *absolute* residual to variable dependent (Ghozali, 2013). The criteria used to declare is happen heteroscedasticity or not among the observational data can explained using coefficient significance. Coefficient significance must compared to the level assigned significance before (5%). If coefficient significance more big from level assigned significance, then can concluded that did not occur heteroscedasticity (homoscedasticity). If the coefficient significance more small from level assigned significance, then can concluded happen heteroscedasticity

Table 3 Heteroscedasticity Test with the Glejser Test
Coefficients ^a

Model		Unstandardized Coefficients			
		B	std. Error	t	Sig.
1	(Constant)	.629	.238	2,644	.010
	Leadership (X1)	-.045	.057	-.782	.436
	Motivation Employee (X2)	.015	.054	.283	.778
	Spirit Work (X3)	-.062	.058	-1,077	.285

Based on Table is known mark *Sig.* Glejser from Leadership (X1) is 0.436 > 0.05, value *Sig.* Glejser from Motivation Employee (X2) is 0.778 > 0.05, and value *Sig.* Glejser from Morale (X3) is 0.285 > 0.05. Is known whole mark *Sig.* Glejser from Leadership (X1), Motivation Employees (X2), Morale (X3) > 0.05, then concluded that did not occur heteroscedasticity.

Multiple Linear Regression Analysis

Method the analysis used in this study is to use analysis multiple linear regression (*multiple linear regression*). Analysis multiple linear regression used when amount variable minimum number of independents as many as 2 variables independent. use analysis multiple linear regression intended to determine influence variable normal free called the *X* dependent variable which is commonly called *Y*. Table 4.10 is the result of multiple linear regression analysis.

Table 4 Analysis Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-.317	.366		-.868	.388
	Leadership (X1)	.319	.088	.291	3,635	.000
	Motivation Employee (X2)	.303	.082	.298	3,682	.000
	Spirit Work (X3)	.427	.089	.398	4,826	.000

Based on Table 4.10, obtained equality multiple linear regression as follows.

$$Y = -0.317 + 0.319X_1 + 0.303X_2 + 0.427X_3 + e$$

1. Based on equality the can interpreted as follows :
2. Is known mark constant is -0.317. the value can interpreted if Leadership (X1), Motivation Employees (X2), Morale (X3) does not affect the dependent variable Employee Performance (Y), then mark variable employee performance (Y) is -0.317.
3. Is known mark coefficient regression from variable Leadership (X1) is 0.319, ie worth positive. This is meaningful when Leadership (X1) increases equal to 1 unit, then Employee Performance (Y) tends increase of 0.319.
4. Is known mark coefficient regression from variable Motivation Employee (X2) is 0.303, ie worth positive. This is meaningful when Motivation Employees (X2) increased equal to 1 unit, then Employee Performance (Y) tends increase of 0.303.
5. Is known mark coefficient regression from variable Morale (X3) is 0.427, ie worth positive. This is meaningful when Morale (X3) increases equal to 1 unit, then Employee Performance (Y) tends increase of 0.427.

Significance Test Simultaneous (Test F)

F test aims to test influence variable free in a manner together or simultaneous to variable not free Employee Performance (Y).

Table 5 Effect Test Simultaneous with Test F Test

ANOVA ^b						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	17,231	3	5,744	45,640	.000 ^a
	residual	9,942	79	.126		
	Total	27,173	82			

a. Predictors:(Constant), Spirit Work (X3), Leadership (X1), Motivation Employee (X2)

b. Dependent Variable:Employee Performance (Y)

Based on Table 5 is known F count value 45.640 and value *Sig.* is 0.000. Is known F count value 45.640 > F table 2,720 and grades *Sig* is 0.000 < 0.05, then Leadership (X1), Motivation Employees (X2), Morale (X3) in a manner together or simultaneous influential significant on Employee Performance (Y).

Significance Test Partial (t test)

Statistical t test is used to find out level significance the influence of each variable independent to variable dependent. Table 4.12 presents mark coefficient regression, as well mark t statistics for testing influence in a manner partial.

Table 6 Significance Test Influence Partial (t test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-.317	.366		-.868	.388
	Leadership (X1)	.319	.088	.291	3,635	.000
	Motivation Employee (X2)	.303	.082	.298	3,682	.000
	Spirit Work (X3)	.427	.089	.398	4,826	.000

Based on the results of the t test in Table 4.12 are obtained result :

1. Is known mark coefficient regression from variable Leadership (X1) is 0.319, ie worth positive. This is meaningful Leadership (X1) is influential positive on Employee Performance (Y). Is known statistic t or t count from Leadership (X1) is 3,635 > t table 1.99 and the value of Sig. is 0.000, i.e. < level significance of 0.05, then Leadership (X1) is influential significant on Employee Performance (Y). So that concluded Leadership (X1) is influential positive and significant on Employee Performance (Y) (**Hypothesis Accepted**).
2. Is known mark coefficient regression from variable Motivation Employee (X2) is 0.303, ie worth positive. This is meaningful Motivation Employees (X2) are influential positive on Employee Performance (Y). Is known statistic t or t count from Motivation Employee (X2) is 3,682 > t table 1.99 and Sig. is 0.000, i.e. < level significance of 0.05, then Motivation Employees (X2) are influential significant on Employee Performance (Y). So that concluded Motivation Employees (X2) are influential positive and significant on Employee Performance (Y) (**Hypothesis Accepted**).
3. Is known mark coefficient regression from variable Morale (X3) is 0.427, ie worth positive. This is meaningful Morale (X3) has an effect positive on Employee Performance (Y). Is known statistic t or t count from Morale (X3) is 4,826 > t table 1.99 and the value of Sig. is 0.000, i.e. < level significance of 0.05, then Morale (X3) has an effect significant on Employee Performance (Y). So that concluded Morale (X3) has an effect positive and significant on Employee Performance (Y) (**Hypothesis Accepted**).

Analysis Coefficient Determination

Coefficient determination (R^2) is a value (proportion value) that measures the ability of the independent variables used in the regression equation to explain the variation of the dependent variable.

Table 7 Coefficient Determination

Summary Model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.796 ^a	.634	.620	.35475

a. Predictors: (Constant), Spirit Work (X3), Leadership (X1), Motivation Employee (X2)

b. Dependent Variable: Employee Performance (Y)

Based on Table 7 is known mark coefficient determination (*R-Square*) is 0.634. the value can interpreted variable Leadership (X1), Motivation Employees (X2), Work Morale (X3) are able to influence Employee Performance (Y) by 63.4 % the rest as big 100% - 63.4 % = 36.6% explained by variables or factor other.

Conclusion

Based on results data testing can concluded:

1. Leadership influential positive And significant to performance Medan Selayang sub-district office employee
2. Motivation Employee influential positive And significant to performance Employee Medan Selayang sub- district office
3. Discipline Work influential positive and significant to performance Medan Selayang sub- district

office employee

4. leadership, motivation staff and enthusiasm Work influential in a manner simultaneous to performance employee. Medan Selayang sub- district office. Results test determination of 0.634, which means leadership, motivation employee, And Spirit Work influential big 63,4 % the rest 36.6%

Suggestions

1. Based on results research, leadership have influence to performance employee. With results study This expected so that office Camat Medan over can increase commitment employee specifically in obey regulation and the norms in force office.
2. Based on results research, motivation employee have influence to performance employee. With results study This expected so that sub-district office Medan over can increase motivation employee in office specifically in cooperation between employee to get each other help when other members experience difficulty doing task.
3. Based on results research, Spirit Work have influence to performance employee. With results this research is expected to office Camat Medan over can increase Spirit para employee specifically in accuracy employee on clock in office and also on home time office.
4. Expand population and sample research used. The amount amount population And sample Which used For see performance something organization in a manner more objective and thorough. Expected further research choose population which is more big to get results which is better

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