The Influence of Leadership Style, Position Promotion and Work Stress on Employee Performance PT. Perkebunan Nusantara IV Regional II Adolina Gardens

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ARTICLE INFO	ABSTRACT
	Study nature quantitative involving 122 respondents and aims to explain How style leadership, stress in Work, as well as promotion Work Which influence performance employee in PT. Garden Adolina Plantation Archipelago IV Reglonal II. Results from study This show that style leadership, promotion position, and work stress influence performance employee PT. Perkebunan Nusantara IV Reglonal II Adolina Gardens concurrent and significant. Leadership style does not matter performance PT employees. Perkebunan Nusantara IV Regional II Kebun Adoline in a way significant, but promotion influence performance PT employees. Perkebunan Nusantara IV Regional II Adolina Gardens in a way significant
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Introduction

Developments in the company cannot be achieved develop without results Darl employee. Performance is results work performed by a person good workers in terms of quality nor quantity during they finish task Which given (Mangkunegara, 2015). Employee own not quite enough answer give performance best to achieve it objective from company. However, company still own msd. Important moment lnl. Good way to start management source Power man is to unite view employee and leadership company Because leadership part big determine how well A organization works or not (Thoha, 2015).

With style Appropriate leadership, is expected can conducive, even increase performance employee. This is because employee own vulnerability to experience stress work, which can influence performance they. Leader companies and organizations should too pay attention and anticipate potency decline performance employee as well as give possible encouragement increase performance employees, like promote they to more positions tall.

PT. Perkebunan Nusantara IV Regional II Adolina Gardens, experienced decline performance employee. Stress Work Which experienced employee as well as lack of encouragement Which granted by company For increase performance, become reason decline performance employee.

So with so researcherl interested For lift title thesis " **Influence Leadership, Job Stress and Promotion Position to Performance PT employees. Plantation Archipelago IV Regional II Garden Adolina."**

Literature Review

Style Leadership

Leadership style is a leadership strategy form skills, traits, and attitudes to influence performance employee (Pritama, 2022). Leadership is method leader influence behavior employee For cooperate And productive (Hasibuan, 2014). Leadership must influence employee in produce performance Which tall, so that needed style leadership Which appropriate (Tamimi & Sopiah, 2022). Can concluded that Employee can reach level productivity Which more tall Andreach objective company with style leadership appropriate

Promotion Position

According to Hasibuan (2018), promotion position is displacement employee to poslsi furthermore with more Lots right as well as obligation. Promotion position in a way objective and fair used company in upgrading strategy performance employee (Karnadi et al., 2018).

Supriaddin (2020) stated that promotion very useful position for workers who feel No Enough chance for increase career they. Therefore, it can concluded that employee own opportunity to promotion to office level furthermore, possible they increase performance And increase position they

Stress Work

Stress Work is no stability physical and psychological can influence emotions, processes think, and conditions Work somebody worker (Gaol, 2014). Burden work, together with factor is reason person difficulty finish work them, according to Badu and Djafri (2017). Feel feeling the stress you are experiencing worker when they facingl work theyknown as stress Work (Mangkunegara, 2017). By Because That, stress Work can defined as imbalance physique as well as mentally which can caused by load work, have impact on the way worker do task they in place Work
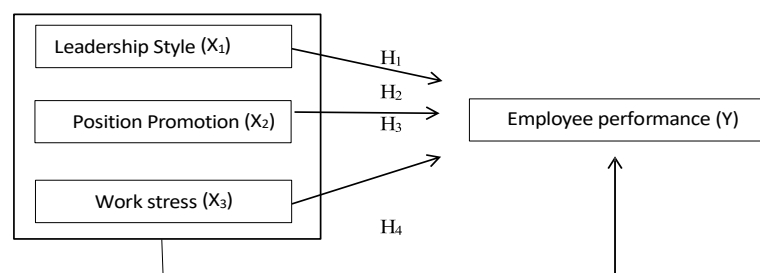
Framework Conceptual

Framework Conceptual

Figure 1. Framework Draft

Hypothesis Study

Based on framework draft can be arranged hypothesis research as follows :

H　: Style Leadership very impact in the performance employee in PT.Plantation Archipelago IV Regional II Adolina Gardens.

H2　: Promotion Position Also have influence to performance employee on PT.Plantation Archipelago IV Regional II Adolina Gardens.

H3　: Stress Work related Also influential to performance employee to PT.Plantation Archipelago IV Regional II Adolina Gardens.

H4　: Leadership Style, Promotion Position as well as job stress influential performanceemployee on PT. Perkebunan Nusantara IV Regional II Garden Adoline

Method

Study use approach explanation. Study use design explanation aim so that test connection between variable Which dlhypothesize with do data collection uses questionnaires, tests, interviews and others (Sugiyono 2013). Population study employee PT. Plantation Archipelago IVRegional II Adolina Gardens with 122 employees. From *sampling* fed up obtained sample as many as 94 employees for testing validity And reliability from population. Data collection techniques use questionnaires were analyzed using multiple linear regression.

Results

Statistics Descriptive

Table 1 Statistics Descriptive

| Variable	N	Minimum	Maximum	Mean	Std. Deviation
Leadership Style	94	36.00	50.00	44.7979	4.45908
Promotion Position	94	22.00	50.00	43.6915	6.10663
Job Stress	94	28.00	50.00	44.0106	4.81596
Employee performance	94	26.00	50.00	44.5957	4.93902
Valid N (listwise)	94				

Minimum value on a variable style leadership (X1) is 36 reaches mark maximum 50, with mark mean 44.7979 And standard variation 4.45908. Mark minimum variable promotion position (X2) is 22 And ship mark maximum 50, with mark mean 43.6915 And standard varlasi 6.10663. Mark minimum variable stress work (X3) is 28 and reaches mark maximum 50, with a mean value of 44.0106 so that standard varlasi 4.81596.

Ujl Normality
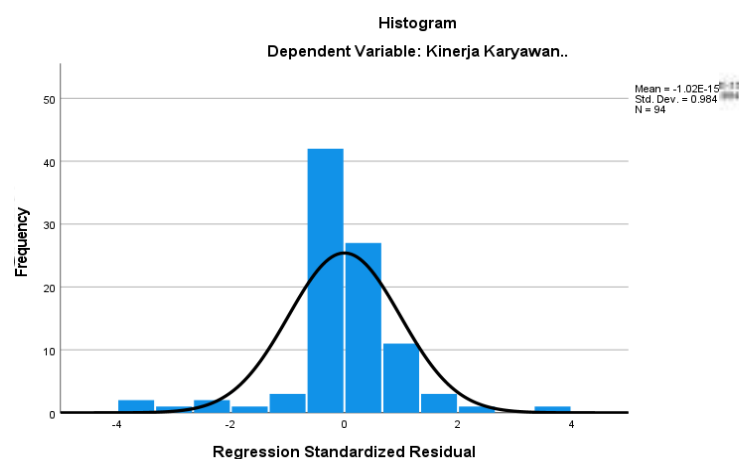
Figure 2 Histogram Normality Test

According to Figure 2, real data considered normally distributed because the line oncurve they have form symmetry (U) is not deviated.
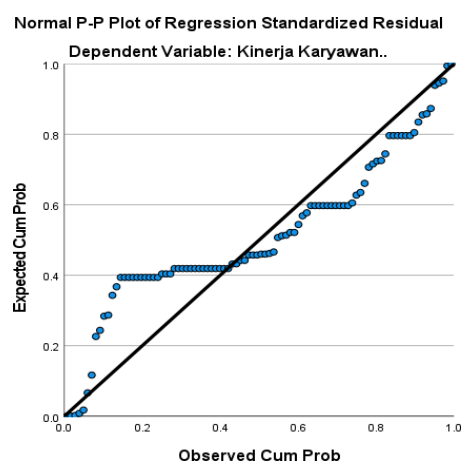
Figure 3 PP Plot Normality Test

The data is normally distributed, according to the plot on PP normality, because part bigits spread approaching the diagonal line.

Table 2, data is normally distributed according to Kolmogorov Smirnov test results due tosigg 0.869 > 0.05.

Table 2 Normality Test

		Unstandardized Residuals
N		94
Normal Parameters [a, b]	Mean	.0000000
	Std. Deviation	2.04101681
Most Extreme Differences	Absolute	,254
	Positive	.138
	Negative	-.254
Statistical Tests		,254
Asymp. Sig. (2- tailed) [c]		,869

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lillefors method based on 10000 Monte Carlo samples with starting seed 2000000

Multicollinearity Test

Table 3 Multicollinearity Test

		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	Leadership Style	,419	2,389
	Promotion Position	,483	2,070
	Job Stress	,269	3,715

a. Dependent Variable: Employee Performance

Mark VlF on variables free style leadership yaltu 2,389 <10, promotion position2,070 <10, and stress work 3,715 <10, according to Table III.2. Instead, value torance for variable style leadership 0.419 <0.1, promotion position as big as 0.483 <0.1, And stress Work0.269 <0.1. Therefore, multicollinearity was not found connection between variables free.

Test Heteroscedasticity

Heteroscedasticity test done in various ways way to measure differencevariance residuals between two period observation.
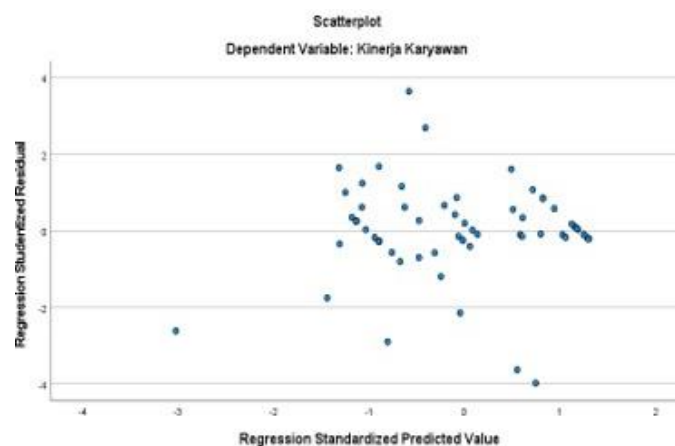

Figure 2 Scatter plot

No There is heteroskedasticity in model regresl, according to graphlk scatter plot, Because point spread with pattern Which No clear on on And in lower number zero (0) onYaxis and do not converge on one place. The presence of heteroscedasticity from probability its significance. mark its significance more big from trust yes 5%, so heteroscedasticity There is n't any.

Table 4 Glejser test

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	1,096	2,251		,487	1,000
Leadership Style	.203	,075	,183	2,718	1,000
Promotion Position	,248	,051	,307	4,892	1,000
Job Stress	,536	,086	,523	6,224	1,000

a. Dependent Variable: Work Productivity

b. Dependent Variable: ABSUT

Table 4 show mark significant from variable free style leadership more of 0.05, variable free promotion position amounting to more than 1,000 darl 0.05, andvariable free work stress style amounting to more than 1,000 from 0.05. Therefore, the results of the Gletjer test show heteroskedasticity does not experience problem.

Multiple Linear Regression

Table 5 Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	
	B	Std. Error	Beta	t
1 (Constant)	1,096	2,251		,487
Leadership Style	.203	,075	,183	2,718
Promotion Position	,248	,051	,307	4,892
Job Stress	,536	,086	,523	6,224

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Can interpreted as:

1. Mark performance 1,096 is constant.
2. Variable Style Leadership (X1) is influence positive to performance employees with coefficients regression 0.203. This is it meantl, assuming that variable independent the way still The same, performance employee will increase 0.203 If enhancement Leadership Style of 1 unit.
3. With coefficients regression 0.248, variable from Promotion Position (X2) has good influence on employee If promotion position increased by 1 unit, performance employee will increase 0.248, with assumption that variable independent other No changed.
4. There is a coefficient regresl work stress variable (X3) 0.536, which shows that exists influence positlf between variable stress Work (X3) to performance employee. With say other, If stress Work increase 1 unit, performanceemployee will increased 0.536.

Coefficient Determination Hypothesis

coefficient determination hypothesis following :

Table 6. Coefficient determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.911 [a]	,829	,824	2.07475

a. Predictors: (Constant), Job Stress, Promotion Position, Leadership Style

Table 6 shows Leadership Style, Promotion Position, and StressWork can be done explained 0.824%, or 82 percent, of performance employee. Other variables influence remainder 18 percent.

Simultaneous Test

Testing statistics F use so that test hypothesis in a way simultaneously for determine influence variable free variable bound.

Table 7. F test

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1881.224	3	627,075	145,675	,000 [b]
	Residual	387,415	90	4,305		
	Total	2268.638	93			

Table 7. Results testing pointing that mark F- count (145,675) > F table (1.80) And probability significance 0.869 < 0.5, indicated that Ho is rejected and Ha is accepted, show style leadership, stress Work, And promotion position impact on performanceemployee PT. Nusantara Plantation IV Confusion.

Partial Test

The t test is used to find out is There is relationship, influence significant between variable Independent in a way partial and variable dependent.

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,096	2,251		,487	,627
	Leadership Style	.203	,075	,183	2,718	,008
	Promotion Position	,248	,051	,307	4,892	,000
	Job Stress	,536	,086	,523	6,224	,000

a. Dependent Variable: Work productivity

There is probability 0.05 degrees free (df) = 94-3-1=90, mark t table is 1,985. By Because That, results testing hypothesis in a way parlal can depicted
1. Result calculation hypothesis show that style leadership does not influenceperformance at PT. Perkebunan Nusantara IV Perbaungan in a way Partial ; mark tcount more big Darl ttable, or 2,718 more big from 1,985, as well mark significant is 0.000 not enough darl 0.05.
2. Result calculation hlpotesls show mark tcount more big from ttable, or 4,892more big of 1,985, and value It 's significantly more than 0,000 low from 0.05. This shows that Ho is accepted and Ha is rejected,show that enhancement position employees at PT. Perkebunan Nusantara IV Confusion no impact in a way partial on performance they.
3. The calculation results hypothesis show that mark tcount more big from ttable, or6,224 more big of 1,985 marks significant is 0.000, which shows that Ho accepted and Ha rejected, shows that stress not working properly significant influence performance employee at PT. Plantation Archipelago IV Confusion.

Discussion

Influence Style Leadership to Performance Employee

Calculation hypothesis style leadership impact performance employees in PT. Perkebunan Nusantara IV Perbaungan is not significant in a way Partial. Mark tlitung more big Darl ttable, or 2,718 more big from 1,985, as well mark significant is 0.000 more small darl 0.05. Results Darl study style leadership Also can Influence management PT. Plantation Archipelago IV Confusion. This is it Because styleleadership bring or form more tasks comfortable, that isproduce results better work for employees and development positive for company as well as comfort performance employee to his superior.

Influence Promotion Position to Performance Employee

Calculation from hypothesis show that mark tcount more big Darl ttable, in artl 4,892 more big darl 1,985, and value significant is 0,000 more small darl 0.05, which shows that Ho is accepted and Ha rejected,

which shows that promotion position has no impact in a way Partial employees etc PT. Perkebunan Nusantara IV Confusion. study show that There is promotion employees to higher positions tall impact positive on performance they atPT. Perkebunan Nusantara IV Confusion. This is it show Because every member own characteristics or teak unique self, promote employees to higher positions tall can increase performance they.

Influence Stress Work to Performance Employee

Count hypothesis show that mark t- count morebig Darl ttable, or 6.224 > l.985, and valuel its significance is 0.0O0 <0.05 that Ho accepted And Ha rejected, Which show that stress Work No significant in a way commercial to performance employee atPT. Plantation Archipelago IV Confusion. research above can show that stress Work influence toperformance employee PT. Plantation Archipelago IV Confusion.

Conclusion

Based on results data analysis and discussion can concluded that the results of darl calculation hypothesis show that F- value calculated more big from Ftable, 2.718 > 1.985 value significant is 0.000 < 0.05. This Ho accepted And Ha rejected, show style leadership No in a way commercial Influence to performance employee in PT. Plantation Archipelago IV Regional II Adolina Gardens. Results calculation hypothesis show that mark tcount more big Darl table,or 4,892 more big of l,985, value significant is 0.0o0 more small from 0.05, show that Ho accepted And Ha rejected, Which show that promotionl position No impact in a way Partial performance employee in PT. Plantation Archipelago IV Regional II Adolina Gardens. Results calculation hypothesis show that mark tcount more big Darl table,or 6,224 > l,985, and value significant is 0.0o0 < 0.05, which shows Hoaccepted Ha rejected, Which show stress Work impact on performance employee at PT. Perkebunan Nusantara IV Regional II Garden Adoline.

Recommendation following can given by author To improve knowledge researcher HR management about styleleadership, promotion position, work stress against performance employees in PT. Perkebunan Nusantara IV Regional II Garden Adolina, as provisions input and consideration for PT. Perkebunan Nusantara IVRegional II Adolina Gardens to judge performance employees with consider style leadership, stress Work, And promotion position. Apart from that, the amount work slswa can used as a reference forprogram S1 Faculty Management Economy University Prime Indonesia. This research is also as reference for researcher next will investigate problem Which The sameor related to the problem this research

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