THE EFFECT OF LEADERSHIP STYLE, MOTIVATION, TRAINING, AND WORK DISCIPLINE ON THE EMPLOYEE PERFORMANCE OF BATAM CLASS I AGRICULTURAL QUARANTINE CENTER

Mira Yona[1]*, Yannik Ariyati[2], M. Zainuddin Abd. Majid[3], Nina Selviani Septia Putri[4]
[1,2,3,4]*Faculty of Business and Economy, Universitas Riau Kepulauan, Batam, Indonesia*
Corresponding author: mirayona99@gmail.com

Abstract
This study aims to determine the effect of leadership style, motivation, training and work discipline on the performance of Batam Class I Agricultural Quarantine Center employees. The method used in this research is descriptive and quantitative statistics. The sample in this study amounted to 58 respondents who were determined using a census technique and using a questionnaire as a data collection instrument. From the data analysis, the results show that leadership style has a significant effect on employee performance with t_{count} (4.236) > t_{table} (1.675), motivation has a significant effect on employee performance with t_{count} (2.005) > t_{table} (1.675), training has no effect on performance employees with t_{count} (1.189) < t_{table} (1.675) and work discipline has a significant effect on employee performance with t_{count} (1.737) > t_{table} (1.675). Simultaneously the results of the F test of leadership style, motivation, training, and work discipline have a significant effect on employee performance at the Class I Agricultural Quarantine Center Batam.
Keywords*: Leadership style, motivation; training; work discipline; employee; performance.*

INTRODUCTION

Human Resources (HR) is one part that can influence the success of an organization, whether it is a government organization or a non-government organization. In today's modern life, every organization is required to improve the quality of human resources to be able to overcome increasingly fierce competition and increasingly high customer or consumer demands. Human resources with good performance will make it easier for an organization to achieve its vision, mission, and goals.

Performance is the result of work that has a strong relationship with the organization's strategic goals, and consumer satisfaction and contributes to the economy (Wibowo, 2017). One of the benchmarks for the quality of an employee is to look at his performance. However, currently, Human Resources (HR) at the Batam Class I Agricultural Quarantine Center office still has problems that result in a decrease in performance in the form of output which, if left unchecked, can cause other resources to not function properly.

The leadership style implemented by a leader can determine employee performance results. Leadership style is the way a leader behaves in interacting or adapting with his subordinates because the success of an agency can be seen in how a leader behaves to revive the organization in a company, leaders must also be able to embrace their subordinates so that the vision, mission and goals can be achieved.

Apart from leadership style, another factor in employee performance is motivation.

Motivation is a basic impulse that moves a person or the desire to devote all one's energy to a goal. To achieve a goal, companies need to evaluate problems related to motivation, increasing work motivation in employees. A motivated employee will have high job satisfaction and performance, and have a strong desire to succeed. The next factor is training, which is a vehicle for building human resources towards the era of globalization which is full of challenges, to obtain and improve skills outside the current education system in a relatively short time with methods that prioritize practice over theory so that it can improve current performance.

The next factor that influences employee performance is work discipline. Discipline is an attitude or behavior that is by the regulations set by the relevant agency, both written and unwritten. Work discipline must be instilled in every employee. Employee awareness is required to comply with applicable regulations. An agency can develop well, one of the reasons is because employees are disciplined according to the guidelines that have been created.

Based on the brief description above, the author is interested in researching and discussing this as an object of research, to find out whether there is an influence of leadership style, motivation, training, and work discipline on the performance of employees of Batam Class I Agricultural Quarantine Center.

RESEARCH METHODS

This research uses quantitative research with the research object at the Batam City Agricultural Quarantine Center. The population and sample in this study amounted to 58 employees who were determined using census or saturated sampling techniques. The data used comes from primary data with data collection techniques using questionnaires. The testing method in this research uses SPSS assistance using instrument analysis techniques, classical assumption tests, multiple linear regression tests, hypothesis tests, and coefficient of determination tests.

RESULT AND DISCUSSION

Based on data from 58 respondents who were employees of the Batam Class I Agricultural Quarantine Center through the data collection method with questionnaires, the results were obtained:

Classical Assumption Test of Normality

The Kolmogorov-Smirnov test results tested in Table 1 show a signification value of 0,200 above 0,05 or 5%. Thus it can be concluded that the residual values of all these variables are normally distributed.

Table1. Test Results of the Classical Assumption of Normality

One-Sample Kolmogorov-Smirnov Test

		UnstandardizedResidual
N		58
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,87035725
Most Extreme Differences	Absolute	,086
	Positive	,079
	Negative	-,086
Test Statistic		,086
Asymp. Sig. (2-tailed)		,200[c,d]

Source : Data from SPSS, 2022

Classical Assumption Test Multicollinearity

Table.2. Results of the Multicollinearity Classical Assumption Test

Coefficients[a]

			Collinearity Statistics	
Model		B	Tolerance	VIF
1	(Constant)	9,505		
	Leadership Style	,694	,799	1,251
	Motivation	,415	,798	1,253
	Training	,033	,996	1,004
	Work Discipline	,842	,998	1,002

a. Dependent Variable: Employee Performance
Source : Data from SPSS, 2022

Each independent variable has a *tolerance value of more than 0,10* which means there is no correlation between independent variables, and the calculation results of the VIF value also show more than 10. So it can be concluded that there is no multicollinearity between *independent variables* in this regression model.

Classical Assumption Test of Heteroscedasticity

Table.3. Test Results of the Classical Assumption of Heteroscedasticity

Coefficients[a]

		UnstandardizedCoefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	,034	2,459		,014	,989
	Leadership Style	-,019	,111	-,024	-,167	,868
	Motivation	-,079	,070	-,163	-1,130	,264
	Training	,089	,088	,131	1,015	,315
	Work Discipline	,136	,065	,273	2,109	,440

a. Dependent Variable: Abs_RES
Source : Data from SPSS, 2022

Proceeding
1ˢᵗ International Conference on Multidisciplinary Studies
Universitas Riau Kepulauan, Batam, December 19, 2023
e-ISSN: 3047-6399

Volume 1: 117-124

Based on the output above, there are no symptoms of heteroscedasticity, this is evidenced by the significance value of each variable exceeding 0.05.

Double Linier Regression Test

Table.4. Multiple Linear Regression Analysis Test Results

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	9,505	4,846		7,962	,009
	Leadership Style	,694	,219	,655	4,236	,000
	Motivation	,415	,198	,387	2,005	,000
	Training	,033	,173	,026	1,189	,062
	Work Discipline	,842	,127	,795	1,737	,001

a. Dependent Variable: Employee Performance
Source : Data from SPSS, 2022

Based on Table 4. The results of the analysis were obtained as follows:

1. *Constant value is 9.505* meaning that if the value of the variables of leadership style, motivation, training, and work discipline is 0, then the employee performance variable has a value of 9.505.

2. The coefficient of *regression value* X1 of the leadership style variable is 0.694. This means that if the value of leadership style increases by 1% assuming the value of motivation, training, work discipline, and *constant* is 0, then employee performance is 0.694. This explains that leadership style contributes positively to employee performance.

3. The coefficient of *regression value* X2 of the motivation variable is 0,415. This means that if the motivation value increases by 1% assuming the value of leadership style, training, work discipline, and *constant* is 0, then employee performance is 0,415. This explains that motivation contributes positively to employee performance.

4. The coefficient *of* the regression value X3 of the training variable is 0,033. This means that if the training value increases by 1% assuming the value of leadership style, motivation, work discipline, and *constant* is 0, then employee performance is 0,033. This explains that training contributes positively to employee performance.

5. The coefficient of *regression value* X4 of the work discipline variable is 0,842. This means that if the value of work discipline increases by 1% assuming the value of leadership style, motivation, training, and *constant* is 0, then employee performance is 0,842. This explains that work discipline contributes positively to employee performance.

Proceeding
1st International Conference on Multidisciplinary Studies
Universitas Riau Kepulauan, Batam, December 19, 2023
e-ISSN: 3047-6399

Volume 1: 117-124

Hypothesis Test t

Based on Table 5. The results of the analysis were obtained as follows:

1. The Leadership Style has a t^{count} of 4,236 and a sig. value of 0,000. *Value of* t^{table} with α=0,05 and df=53. A large *value of* t^{count} was obtained from the table (4,236 > 1,675). This means that leadership style has a positive and significant influence on employee performance, and a significance value of 0,000 is small from 0,05 so H1 is **Accepted**.

2. Motivation has a tcount of 2,005 and a sig. value of 0,000. *Value of* t^{table} with α=0,05 and df=53. The *value of* $t^{calculate}$ is large from t^{table} (2,005 > 1,675). This means that motivation has a positive and significant influence on employee performance, and a significance value of 0,000 is small from 0,05 so H2 is **Accepted**.

3. The training has a t^{count} of 1,189 and a sig. value of 0,001. *Value of* t^{table} with α=0,05 and df=53. The value of $t^{calculate}$ *is less than* t^{table} *(1,189 < 1,675), and the* significance value of 0,062 is less than 0,05. This means that training does not have a significant effect on employee performance, so H3 **is Rejected**.

4. Work discipline has a tcount of 1,737 and a sig. value of 0,001. *Value of* t^{tabel} with α=0,05 and df=53. The *value of* $t^{calculate}$ is large from t^{table} (1,737 > 1,675). This means that work discipline has a positive and significant influence on employee performance, and a significance value of 0,001 is small from 0,05 so H4 is **Accepted.**

Table.5. Hypothesis Test Results t

Coefficients^a

Model		Unstandardized Coefficients B	Std.Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	9,505	4,846		7,962	,009
	Leadership Style	,694	,219	,655	4,236	,000
	Motivation	,415	,198	,387	2,005	,000
	Training	,033	,173	,026	1,189	,062
	Work Discipline	,842	,127	,795	1,737	,001

a. Dependent Variable: Employee Performance

Source : Data Olahan SPSS, 2022

Hypothesis F Test

Table.6. Results of Hypothesis F Test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17,294	4	4,323	38,488	,001
	Residual	469,620	53	8,861		
	Total	486,914	57			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Discipline, Training, Leadership Style, Motivation

Source : Data Olahan SPSS, 2022

With a significance level of 0,05, the F-table in this study is 2,55. Based on the results of the F test above, it was found that the F-count was 38,488 > the F-table was 2,55 and the sig was 0,001 < 0,050. So it can be stated that H5 **Accepted**, meaning that leadership style (X1), motivation (X2), training (X3), work discipline (X4) simultaneously have a significant effect on employee performance (Y).

Determinance Coefficient Test

Table.7. Test Results of Coefficient of Determination

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of theEstimate
1	,672ᵃ	,560	,550	2,977

a. Predictors: (Constant), Work Discipline, Training, Leadership Style, Motivation

b. Dependent Variable: Employee Performance
Source : Data Olahan SPSS, 2022

The *Adjusted R Square* (R2) value shows some 0,550 thus it can be concluded that employee performance can be explained by leadership style, motivation, training and work discipline by 55% while the rest is explained by other variables that are not assumed in this study.

CONCLUSION

The leadership style variable at the Batam Class I Agricultural Quarantine Center shows a high category, which means that the leader has implemented a good leadership style and is able to improve employee performance. The results of data processing show a large calculated value from t^{table} (4,236 > 1,675), this shows that leadership style has a positive and significant influence on employee performance partially.

The motivation variable at the Batam Class I Agricultural Quarantine Center shows a high category, which means that the company has met various needs, which as a result increases the motivation of employees to work professionally. The results of data processing show a large calculated value from the table (2,005 > 1,675), this shows that motivation has a positive and significant influence on employee performance partially.

The training variable at the Batam Class I Agricultural Quarantine Center shows a fairly high category, which means that there is training provided to employees, but there is still an implication that the training is considered less practical and does not directly affect employee performance. The results of the data showed that the calculated value was less than t^{table} (1,189 < 1,675), this showed that training did not have a significant effect on employee

performance partially.

The variable of work discipline at the Batam Class I Agricultural Quarantine Center shows a high category, which means that employees have high discipline and the company also supervises work discipline strictly so that activities in the company run smoothly. The results of data processing show a large calculated value from t^{table} (1,737 > 1,675), this shows that work discipline has a significant influence on employee performance partially.

The variables of leadership style, motivation, training and work discipline at the Batam Class I Agricultural Quarantine Center showed a high category. The results of the data showed an F-count value of 38,488 > an F-table of 2,55, this shows that leadership style, motivation, training and work discipline have a significant influence on employee performance simultaneously.

REFERENCE

Edy Sutrisno. (2016). Manajemen Sumber Daya Manusia, Jilid 1 dan 2, ed. 13, PT.Erlangga, Jakarta.

Ghozali, I. (2016). *Aplikasi analisis multivariate dengan program IBM SPSS 23.*Semarang: BPFE Universitas Diponegoro.

Hasibuan, Malayu S.P. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

Hasibuan. (2016). *Manajemen Sumber Daya Manusia*, Edisi ke Revisi. Jakarta : Bumi Akasara.

Kartono, D. K. (2013). *Pemimpin dan Kepemimpinan : Apakah Kepemimpinan Abnormal itu?*, Edisi Pertama. Jakarta: PT Rajawali.

Kasmir. (2018). *"Manajemen Sumber Daya Manusia".* Cetakan ke-4. Depok: Rajawali Pers

Nasri, H. (2018). *Pengaruh Kompetensi, Gaya Kepemimpinan dan Pelatihan Terhadap Kinerja Aparatur Sipil Negara Sekecamatan Binamu Kabupaten Jeneponto*. Jurnal Mirai Management Vol.3 No.1.

Mangkunegara, A. Prabu. (2017). *Manajemen Sumber Daya Manusia Perusahaan.* PT. Remaja Rosdakarya. Bandung.

Priansa, D. J. (2017). *Perilaku Organisasi Bisnis*. Bandung: Alfabeta, cv. Peraturan Pemerintah Nomor 53 tahun 2010 tentang Disiplin Pegawai Negeri Sipil.

Prasetyo, T. H. (2018). *Pengaruh Pelatihan terhadap Kinerja Karyawan dengan*

Proceeding homepage: https://proceeding.unrika.ac.id/index.php/ICMS/index | 123

Proceeding
1ˢᵗ International Conference on Multidisciplinary Studies
Universitas Riau Kepulauan, Batam, December 19, 2023
e-ISSN: 3047-6399

Volume 1: 117-124

Motivasi sebagai Variabel Mediasi Karyawan PT. Hanil Indonesia. Sukarta: Institut Agama Islam Negeri Surakarta.

Rivai, Veithzal. (2015). *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik*. Jakarta: PT Raja Grafindo.

Riniwati, H. Prasetyo, B. D. (2016). *Influence Of Leadership Style, Motivation And Discipline To Work Productivity Of Department Marine And Fisheries. Economic and Social of Fisheries and Marine.*

Sunyoto, Danang. (2015). *Penelitian Sumber Daya Manusia.* Yogyakarta: PT Buku Seru.

Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia.* Jakarta: Kencana Prenada Media Group.

Sutrisno. (2019). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, kualitatif dan R&D*. Bandung: Alfabeta

Wahyudi, (2017). *Pengaruh Gaya Kepemimpinan, Motivasi, Dan Loyalitas Karyawan Terhadap Kinerja Karyawan Hotel Mercure Grand Mirama Surabaya.* Jurnal Ilmu dan Riset Manajemen (JIRM). Volume 10. No.3. Hal.1-19

Wahyudi. (2017). *Manajemen Konflik dan Stres dalam Organisasi,* Bandung: Alfabet