

## **Influence of Motivation, Work Facilities and Leadership Style on Employee Performance in Nagari Aurduri Surantih Government of South Coastal Regency**

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**ABSTRACT:** This research is motivated by efforts to improve the performance of employees in Nagari Aur Duri Surantih District Sutera through an increase in the provision of motivation, work facilities and leadership styles which are factors that affect performance. By motivating better, adequate work facilities and art / qualified leadership style, it is hoped that it can improve the performance of employees in the Aur Duri Surantih Nagari Government, Sutera District. This study aims to determine the effect of motivation, work facilities and leadership style on employee performance in the Nagari Aur Duri Surantih Administration, Sutera District, simultaneously or partially.

This research is a descriptive and verification research, descriptively aims to describe something that was taking place at the time of the research and to examine the causes of a particular symptom. Meanwhile, verification research tests the truth of a hypothesis through field data collection. So that we get an overall picture of motivation, work facilities and leadership styles on employee performance in the Nagari Aur Duri Surantih Government, Sutera District.

The variables in this study consisted of three independent variables, namely work motivation, work facilities and leadership style and one dependent variable, namely performance. Data was collected through a questionnaire method to 32 respondents who are employees of the Aur Duri Surantih Nagari Government, Sutera District. This study uses sampling techniques as a total population or saturated sample. The research results were processed using multiple linear regression analysis assisted by the SPSS program version 23.0 in 2020.

The results showed that work motivation, work facilities and leadership style simultaneously had a significant effect on the performance of the Nagari Government employees, Aur Duri Surantih. The result of t-test for work motivation variable is 2.453 with a significance probability of 0.21 or less than 0.05. With  $df = 31-3 = 28$ , it is obtained a t-table of 2.03951, then the t-count  $<t\text{-table or } 2.453 > 2.03951$ . The t-test result for the work facility variable is 5.387 with a significance probability of 0.000 or less than 0.05. With  $df =, 31-3 = 28$ , it is obtained t-table of 2.03951, then  $t\text{-count} > t\text{-table or } 5.387 > 2.0395$ . The t-test result for the leadership style variable is 3.248 with a significance probability of 0.003 or less than 0.05. With  $df =, 31-3 = 28$ , it is obtained t-table of 2.03951, then  $t\text{-count} > t\text{-table or } 3.248 > 2.03951$ .

**Keywords:** *Motivation, Work Facilities, Leadership Style, Performance.*

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## 1. INTRODUCTION

- The performance of an organization is determined by the quantity and quality of human resources working ability in the organization. Human Resources is the most important resource used to mobilize and synergize other resources to achieve organizational goals.
- Human Resources (HR) must be well managed to improve the effectiveness and efficiency of the organization. So it is very clear that the success of an organization is influenced by the performance of employees or the work achieved by an employee in performing the task in accordance with the responsibilities given to him.
- In general, the performance of employees of the Office of Wali Nagari Aur Duri Surantih District Sutera South Coastal Regency has not been in accordance with expectations. This can be seen in the results of pre-survey preliminary research on employee performance with several indicators according to Mangkunegara (2012), which was obtained by researchers randomly with 15 respondents who are employees of the Office of Wali Nagari Aur Duri Surantih namely:

**Tabel.1**  
**Pre-survey on the Performance of Employees of Wali Nagari**  
**Aur Duri Surantih Office**

No	Statement Material	Agree	Undecided	Disagree	Total
1.	The Chairman gives instructions / duties to the members well in accordance with the ability of members.	35%	15%	50%	100%
2.	Able to complete tasks and responsibilities in accordance with the target	25%	15%	65%	100%
3.	Facilities and infrastructure support in the implementation of work	24%	40%	36%	100%
4.	Prioritize cooperation with colleagues in completing work	36%	28%	36%	100%
5.	Accurate decision making greatly affects the performance of	55%	25%	20%	100%

Source : Pre-survey

## 2. PROBLEM FORMULATION

How does Motivation affect Employee Performance How Work Facilities affect Employee Performance How does leadership style affect employee performance How does Motivation, Work Facilities and Leadership Style affect together with employee performance in Nagari Aur Duri Surantih Government of South Pesisir Regency?.

## 3. THEORY

Performance can be interpreted as an overview of the level of achievement of the implementation of an activity or program or policy in realizing the goals, objectives, missions, and vision of the organization contained in the strategic plan of an organization. The definition of performance here does not mean to assess individual characteristics but refers to a series of results obtained over a certain period. Rivai (2011:554) defines performance as a real behavior that everyone displays as a work achievement produced by employees in accordance with their role in the company. Furthermore, Robbins (2009:629) stated that employee performance is a function of interaction of ability, motivation and opportunity to perform.

Motivation is a driver or mobilizer of a person to a certain behavior that can arise from inside or outside the individual. The motivation of the latin word *movere* means encouragement, desire, cause, or reason for

someone to do something. Robbins and Judge (2012:222), argue that motivation as a process that explains the intensity, direction and perseverance of an individual to achieve his goals.

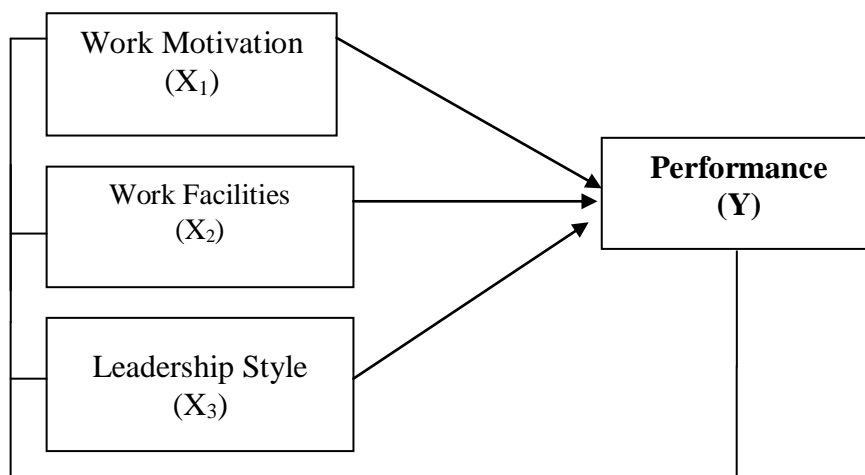
Facilities are everything physical that is provided by service organizations to support consumer comfort (Kotler, 2009:45). While according to Lupioadi (2008:148) the facility is an appearance, the ability of infrastructure and the state of the surrounding environment in showing its existence to the external which includes physical facilities (building) equipment and equipment. which includes facilities can be in the form of tools, objects, equipment, money, work space.

Rauch & Behling (Gary Yulk, 2009:4), explains that Leadership is the process of influencing organized group activities to achieve goals. Jacobs & Jaques (Gary Yulk, 2009:4), explains that leadership is the process of delivering goals (meaning direction) to collective effort, leading to efforts being put out to achieve goals. E.H.Schein (Gary Yulk, 2009:4), explains that Leadership is the ability to act outside the culture to begin the process of evolutionary change in order to become more effective.

#### 4. RESEARCH METHODS

This research is supported by a clear background, also by theoretical studies as well as the basis of performance theory, work motivation, work facilities and leadership style and research, thus giving rise to the conceptual framework as follows;

Figure.1



#### 5. RESULTS AND DISCUSSIONS

- Research using analysis or hypothesis test on the data of all research questionnaires using the help of IBM SPSS program version 23.0 is as follows;

##### Multiple Linear Regression Analysis Test

Table 2  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5,867	7,645		-,767	,449
	MOTIVASI	,197	,081	,303	2,453	,021
	FASILITAS KERJA	,718	,133	,646	5,387	,000
	KEPEMIMPINAN	,295	,091	,400	3,248	,003

a. Dependent Variable : KINERJA

Source : Data processing using SPSS

From table 2 above, the form of regression equation model for the influence of motivation, work facilities and leadership style on employee performance are as follows:

$$Y = - 5.867 + 0,197 X_1 + 0,718 X_2 + 0,295 X_3$$

From the regression equation above, it can be interpreted as follows: Constant value ( $\alpha$ ) is (-5867) meaning that without the influence of Motivation, Work Facilities, Leadership Style, the performance already exists at - 58.6%. The coefficient value of work motivation regression ( $b_1$ ) is 0.197 meaning that every increase of one unit of Motivation, the performance of employees increases by 19.7%. The coefficient value of work facility regression ( $b_2$ ) is 0.718 meaning that every increase of one unit of Work Facility then the performance of employees increases by 71.8%. Nilai koefisien regresi Gaya Kepemimpinan ( $b_3$ ) adalah 0,295 artinya setiap peningkatan satu satuan Gaya Kepemimpinan maka kinerja pegawai naik sebesar 29.5 %.

- **Uji Test t**

Based on t test in table.2, the following results are obtained:

- 1. Work Motivation Variables.**

The t-calculate value for the work motivation variable ( $X_1$ ) is 2.453 with a probability of significance of 0.21 or less than 0.05. With  $df = 31-3 = 28$  obtained t-table of 2.03951, then  $t\text{-count} < t\text{-table}$  or  $2.453 > 2.03951$ , hypothesis nol ( $H_0$ ) rejected and alternative hypothesis ( $H_a$ ) accepted. Means that the variable of work motivation partially affects the performance of employees, it can be concluded that the first hypothesis ( $H_1$ ) which reads Work Motivation partially affects the performance of government employees Nagari Aur Duri Surantih rejected, so the first hypothesis ( $H_1$ ) is accepted then the zero hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. Means the Work Motivation variable partially affects employee performance.

- 2. Variable Work Facilities.**

For the calculated value for the work facility variable is 5.387 with a probability of significance of 0.000 or less than 0.05. With  $df = 31-3 = 28$  obtained t-table of 2.03951, then  $t\text{-count} > t\text{-table}$  or  $5.387 > 2.03951$ , consequently zero hypothesis ( $H_0$ ) rejected and alternative hypothesis ( $H_a$ ) accepted. Means that the variable of work facilities partially affects the performance of employees, it can be concluded that the second hypothesis ( $H_2$ ) which reads work facilities partially affects the performance of government employees Nagari Aur Duri Surantih accepted, thus the second hypothesis ( $H_2$ ) is accepted.

- 3. Leadership Style Variables**

For t-calculated values for leadership style variables is 3,248 with a probability of significance of 0.003 or less than 0.05. With  $df = 31-3 = 28$  obtained t-table of 2.03951, then  $t\text{-count} > t\text{-table}$  or  $3.248 > 2.03951$ , consequently zero hypothesis ( $H_0$ ) rejected and alternative hypothesis ( $H_a$ ) accepted. Means that the Leadership Style variable partially affects the performance of employees, so it can be concluded that the third hypothesis ( $H_3$ ) which reads Leadership Style has a significant effect on the performance of Government employees Nagari Aur Duri Surantih accepted, thus the third hypothesis ( $H_3$ ) is accepted.

- **Uji Statistik F**

**Table.3. F Test Results**

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Squares	F	Sig
1	Regression	308,975	3	102,992	14,484	,000 <sup>b</sup>
	Residual	191,993	27	7,111		
	Total	500,968	30			

a. Dependent Variables : PERFORMANCE

b. Predictors : (Constant), Motivation, Work Facilitation, Leadership Style

Source : Data processing using SPSS Ver. 23.0, 2020

From the ANOVA test table.3, the value of Fhitung is obtained by 14,484 with a probability of significance of 0.000. The probability of such significance is less than 0.05. With  $df = n - (k - 1) = 31 - (3-1) = 29$ ; obtained Ftabels of 3.33, then  $F_{hitung} > F_{bel}$  or  $14,484 > 3.33$  with a significance of 0.000 or  $\alpha$  0.05 as a result  $H_0$  was rejected and  $H_a$  accepted.

Variable work motivation, work facilities and leadership style simultaneously have a significant effect on the performance of Government employees Nagari Aur Duri Surantih then it can be concluded that the fourth hypothesis (H4) which reads work motivation, work facilities and leadership style simultaneously has a significant effect on the performance of Government employees Nagari Aur Duri Surantih, therefore the fourth hypothesis (H4) is acceptable.

## 6. CONCLUSION

Work motivation variables partially affect employee performance, so it can be concluded that the first hypothesis (H1) which reads Work Motivation partially affects the performance of employees Variables work facilities partially affect the performance of employees, then it can be concluded that the second hypothesis (H2) that reads work facilities partially affect the performance of employees Leadership Style Variables partially affect the performance of employees , it can be concluded that the third hypothesis (H3) which reads Leadership Style has a significant effect on the performance of employees.

Variables Work motivation, Work Facilities and Leadership Style simultaneously or jointly have a significant effect on employee performance, it can be concluded that the first hypothesis (H1), Second (H2) and third (H3) which reads Work motivation, work facilities and Leadership Style have a significant effect on employee performance The influence of work motivation: 19.7%, Work facilities: 71.8% and leadership style: 29.5% on employee performance in the Government nagari Aur Duri Surantih South Coastal District.

## 7. Advice

The researchers offered the following advice: The leadership in the local and sub-district government should pay attention to the motivation of this will spur employees to improve their performance and is expected to be able to make employees feel at home and loyal to the activities of government organizations in achieving their vision and mission. The leadership should also provide good work facilities to employees so that employees can feel more comfortable in doing their work.

In implementing the leadership style, the leadership only emphasizes management by exception which tends to only give reactions when there are problems such as providing corrective action, but the improvements made should be in accordance with the standards of the law policy. The village head should give rewards such as giving direct praise to each high-performing employee. In the level of achievement of respondents who are only quite good at motivation, while in facilitation of work and good leadership style, it is necessary to make efforts to further improve the factors that influence the motifation itself by conducting empowerments in a sustainable manner.

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