

Effect of Leadership, Safety, Health, and Motivation toward Employee Performance in PT. Inti Dinamika Logitama in Klaten

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Abstract: This study aims to examine and analyze the effect of leadership on employee performance, the effect of occupational safety and health (K3) on employee performance, and the influence of work motivation on employee performance at PT. Inti DinamikaLogitama, Klaten. The study population was all employees of PT. Core DinamikaLogitamaKlaten, amounting to 192 people, and 66 respondents were taken using the proportionate stratified random sampling technique. Data analysis methods include Descriptive Analysis and Multiple Linear Regression Analysis using SPSS for Windows version 16.0. The results found that: 1) There is an influence between leadership on employee performance at PT. Inti DinamikaLogitama, Klaten; 2) There is an influence between K3 on employee performance at PT. Inti DinamikaLogitama, Klaten; 3) There is an influence between work motivation on employee performance at PT. Inti DinamikaLogitama, Klaten, and 4) There is an influence between leadership, K3, and work motivation on employee performance together at PT. Inti DinamikaLogitama, Klaten.

1 INTRODUCTION

In the face of current global competition, many companies are required to be more effective and efficient in setting goals in the right way to improve company performance. Increasing global competition makes many companies compete in increasing competitiveness that aims to maximize profits, increase the value and image of the company, and improve the welfare of its employees. Employees are important assets to achieve company goals, and employees should have a maximum contribution to the company so that the objectives to be achieved can be achieved. Companies that have high-performance employees will be greatly facilitated in achieving these goals, but in reality, there is still employee performance that is not fully in line with company expectations.

This study takes the object at PT. Inti Dinamika Logitama Klaten is a service company that works with PT. SarihusadaGenerasiMahardhika as a warehouse for storing raw materials and finished products. Seeing from the existing problems based on the results of interviews conducted by one of the employees found a phenomenon related to occupational safety and health that has not been

optimal. This phenomenon is indicated by the lack of awareness and awareness of employees in the use of Personal Protective Equipment / PPE when doing work. Other problems that can be seen from work motivation, the difficulty of employees to get promotions or promotions, so employees tend to work carelessly. Seeing the leadership that is less assertive from the leader of his employees, so there are still employees who work arbitrarily.

2 LITERATURE REVIEW

2.1 Leadership

According to Ricky W. Griffin (2003: 68), leaders are individuals who can influence the behavior of others without having to rely on violence; leaders are individuals who are accepted by others as leaders.

2.2 Occupational Safety and Health

According to Mangkunegara (2015: 161), the term safety includes both terms, namely safety risk, and health risk. Safety risks are aspects of the work

environment (bruises, broken bones, etc.), while health risks are factors in the work environment that work beyond a specified period, an environment that can create emotional stress or physical disturbance.

2.3 Motivation

According to Robbins (2017: 127) states the definition of motivation as a process that explains the strength, direction, and perseverance of someone to achieve goals.

2.4 Performance

According to Prawirosentono (2008), performance is the work that can be achieved by a person or group of people in an organization, following their respective authorities and responsibilities, to achieve the objectives of the organization concerned legally, not violating the law and following moral ethics. Based on the existing theory, the authors formulated the following hypotheses:

H1: Leadership influence on employee performance.

H2: Safety and health affect an employee's performance.

H3: Work motivation affects an employee's performance.

H4: Leadership, Health, Safety, and work motivation effects together on the employee's performance.

3 RESEARCH METHOD

The research method uses survey research methods, with primary and secondary data types. The instrument test used is the validity test and the reliability test. The data analysis technique used in this study uses a Multiple Linear Regression Analysis. The process of collecting data with interviews and questionnaires distributed to 66 employees of PT. Inti Dinamika Logitama Klaten using the slot in the formula:

$$n = \frac{N 1}{+Ne^2}$$

4 RESULTS

4.1 Analysis Description

Primary data that has been successfully collected by researchers are analyzed to determine the characteristics of respondents, including position, gender, age, last education, and length of work at PT. Inti Dinamika Logitama, Klaten.

Table 1: Characteristics of Respondents by Position

No.	Position	Number of Employees
1	Admin	4
2	Team Leader	5
3	FLD FG	3
4	Admin Scales	4
5	Repack	2
6	WH Spv Admin	1
7	WH Spv FG	3
8	FG Checker	1
9	Admin FG Inventory	1
10	Team Leader Inventory	3
11	Admin Repack	1
12	Cleaning Service	1
13	HR Spv Development	1
14	HR & GA Spv	1
15	HSE Spv	1
16	QC Staff	1
17	HSE	1
18	Helper NC	3
19	Assistant Manager	1
20	Helper PM	2
21	Admin PM	3
22	Administration Inventory RM	3
23	Team Leader	4
24	Admin RM	8
25	WH Spv RM	3
26	Team Leader System & KPI	1
27	FLD RM	1
28	Helper RM	3
Total		66

Table 2: Characteristics of Respondents by Gender

Gender	Amount	Percentage (%)
Men	64	97.0%
Women	2	3.0%
Total	66	100%

Table 3: Characteristics of Respondents by Age

Age	Number	(%)
16 - 25 years	2	3.0%
26 - 35 years	28	42.4%
36 - 45 years	23	34.8%
46 - 55 years	13	19.7%
> 55 years	0	0%
Total	66	100%

Table 4: Characteristics of Respondents Based on Last

Education	Number of	%
Elementary School	0	0%
Middle School	2	3.0%
Vocational School / High School	55	83.3%
Diploma	0	0%
Bachelor	9	13.6%

Table 6: Results of Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sign.
	B	Std. Error	Beta		
(Constant)	-0.069	0.372		-0.186	0.853
Leadership	0.210	0.089	0.224	2.375	0,021
Safety and Health	0.302	0.114	0.272	2.653	0.010
Work Motivation	0.484	0.108	0.447	4.473	0.000
R Square (R2): 0.652R2: Adjusted 0.635					
F Statistics : 38,689 Sign. : 0,000					

The primary data source is processed, 2019

Based on Table 1.6, the regression equation can be obtained, and the estimated results are as follows:

$$Y = -0.069 + 0.210X_1 + 0.302X_2 + 0.484X_3$$

Based on these equations can be described as follows:

Constant value (a) = -0.069

The constant value of the results of the regression equation of -0.069 means leadership, K3, and work motivation at PT. The core of Logitama Dynamics is -0.069 with the assumption that the leadership, K3, and work motivation variables are in a constant/constant state.

Total	66	100%
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Table 5: Characteristics of Respondents Based on Length of Working

Length of Working	Number of	(%)
1-3 years	23	34.8%
Years	14	21.2%
> 6 years	29	43.9%
Total	66	100%

Primary data sources processed, 2019

4.2 Quantitative

Analysis Quantitative analysis is the analysis used to process data that has been obtained from respondents. In this case, the statistical analysis used is multiple linear regression analysis. The regression equation used is:

$$Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$$

From the data processing using SPSS 16.0 for windows, the results can be seen in Table 1.6. Results of Multiple Linear Regression analysis as follows:

Leadership regression coefficient variable (X1) = 0,210

The leadership variable has a direct effect on employee performance of 0.210, which means providing evidence that the performance of employees of PT. Core Dynamics Logitama will immediately increase by 0.210. The significant level of 0.021 is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). The better the leadership, the more impact, the higher the performance, and vice versa, the less good the leadership, the lower the employee's performance.

The regression coefficient of occupational safety and health variables (X_2) = 0.302

Work safety and health variables have a direct effect on employee performance of 0.302, which means providing evidence that the performance of employees of PT. Core Dynamics Logitama will directly increase by 0.302. The significant level of 0.010 is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). The better the occupational safety and health will have an impact on the higher performance, and vice versa, the less good the occupational safety and health, the lower the employee performance.

Coefficient of work motivation variable regression (X_3) = 0.484

Work motivation variable has a direct effect on employee performance of 0.484, which means it provides evidence that the performance of employees of PT. Core Dynamics Logitama will directly increase by 0.484. A significant level of 0,000 is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). The better work motivation will have an impact on the higher performance, and vice versa, the less good work motivation will be the lower the employee's performance.

4.3 Hypothesis Test 1

In this hypothesis, test H1, H2, and H3 are tested using the t-test, which is to determine the significance level of the influence of leadership, occupational safety and health variables, and work motivation on employee performance. Testing via the t-test is to compare the error probability significantly can tolerate ($\alpha = 5\%$). Based on Table 1.6, it can be seen the calculation results obtained for:

Leadership variable (X_1) has a t-count of 2.375 with a significance level of 0.021 which is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). These results indicate that leadership partially influences employee performance.

Occupational safety and health variables (X_2), have at count of 2.653 with a significance level of 0.010 which is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). These results indicate that occupational safety and health partially affect employee performance.

Variable work motivation (X_3), has a count of 4.473 with a significance level of 0.000 which is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$). These results indicate that work motivation partially influences employee performance.

Thus H1, H2 and H3, which states variables of leadership, health, and safety, and work motivation

partially influence the performance of employees at PT. Inti Dinamika Logitamais supported.

4.4 Hypothesis 2

In a test of this hypothesis, H4 was tested using the F test to calculate the level of significance that together influence the variables of leadership, health and safety, and work motivation on employee performance. Testing through the F test is to compare the probability of error F calculated with a significance that can be tolerated ($\alpha = 5\%$). Based on Table 1.6, it can be seen the results of calculations obtained F count equal to 38.689 with a significance level of 0.000, which is smaller than $\alpha = 0.05$ ($\text{sig } 0,000 < \alpha = 0.05$) or so H4 are supported. The hypothesis means that the variables of leadership, occupational safety and health, and work motivation together have a significant effect on employee performance at PT. Inti Dinamika Logitamais supported.

Table 1.6 also shows that the coefficient of determination (R^2 Adjusted) amounted to 0.635 means that the influence of variables of leadership, health and safety, and work motivation on employee performance amounted to 63.5% while other variables outside this research influence the remaining 36.5%.

5 CONCLUSIONS AND SUGGESTIONS

Based on the results of the discussion analysis, the following conclusions can be drawn:

Leadership influences the performance of employees at PT. Core Dynamics Logitama, Kemudo, Klaten are thus H1 supported.

Occupational Safety and Health (K_3) affect the performance of employees at PT. Core Dynamics Logitama, Kemudo, Klaten thus H2 supported.

Work motivation affects the performance of employees at PT. Core Dynamics Logitama, Kemudo, Klaten thus H3 supported.

Leadership, Occupational Safety and Health (K_3), and work motivation simultaneously influence the performance of employees at PT. Core Dynamics Logitama, Kemudo, Klaten thus H4 supported.

Based on the research results and conclusions obtained, the advice that can be given is that PT. The essence of Logitama Dynamics in increasing work motivation can be done by strengthening the kinship

(Gathering). PT. Core Dynamics Logitama can improve the performance of its employees by strengthening family relationships among fellow employees by holding a "gathering" or regular monthly meetings to establish the intimacy of the employees in the company so that it is expected that from these activities employees will feel more comfortable when working with colleagues. With this, employee performance can improve.

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