

# The Influence of Leadership, Motivation, Job Satisfaction, Work Facilities on Employee Performance

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## Abstract

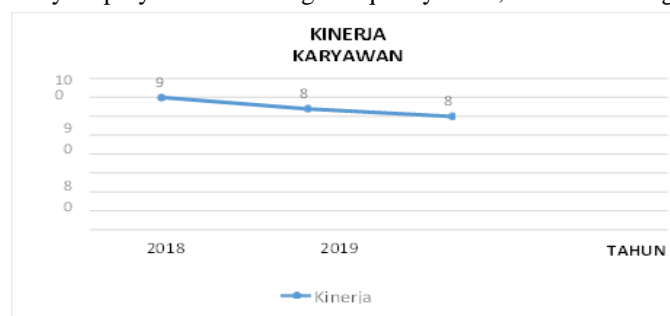
The business world requires qualified employees because it is very influential on performance. Based on the results of field data, employee performance decreased overall at PT. Variations of Fabrication Business. From 2018 to 2020, therefore the authors are interested in conducting research to determine the effect of Leadership, Motivation, Job Satisfaction, and Work Facilities on Employee Performance (Study at PT. Varia Usaha Fabrication). The purpose of this study was to determine leadership, motivation, job satisfaction, work facilities on employee performance (study at PT. Varia Usaha Fabrikasi) Gresik. The sample uses a non-probability sampling technique as many as 54 respondents. The analysis technique uses multiple linier regression analysis prove that leadership, motivation, job satisfaction, work facilities have a positive effect on employee performance at PT. Varia Usaha Fabrication business. The results can be proven that with the leadership, motivation, job satisfaction, work facilities that have been implemented can improve employee performance at PT. Varia Usaha Fabrication. PT. Varia Usaha Fabrication Gresik should be able to pay more attention to factors that can affect employee performance in the company. There are limitations of research using questionnaires, namely: sometimes the answer given by the sample does not show real situation.

**Keyword: Leadership, Motivation, Job Satisfaction, Work Facilities.**

## 1. Introduction

An operating system in a company, the ability of Human Resources essentially has the most important role in a company's goals. The importance of employees in a company requires more attention to the tasks they are doing, so that the goals of a company can be achieved.

PT. Varia Fabrication Business was originally established named PT. Mega Prosperous in 2015-2016. Starting in 2017 it has officially become PT. This Varia Fabrication Business is based on a commitment to participate in providing building construction services, electrical construction, convection, outsourcing companies. The phenomenon that occurred at PT. Varia Fabrication Business experienced a decrease in employee performance. The company's goals cannot be achieved if it is not supported by employees who have good quality work, do not have high dedication to work.



**Figure 1**  
**Employee Performance at PT. Various Fabrication Businesses (Presentation)**

Based on the picture above shows the overall employee performance data at PT. Manufacturing Business Variations. From 2018 to 2020 employee performance has decreased. In this case, the company must pay attention to the factors that cause employee performance at PT. Manufacturing Business Variation decreased.

Researchers are interested in conducting research at PT. Varia Fabrication Business due to the phenomenon of declining employee performance. Based on the background of the problems above, the formulation of the problem in this study is whether leadership, motivation and job satisfaction affect employee performance. Then the purpose of this study was to analyze the influence of leadership, motivation and job satisfaction on employee performance.

## 2. Literature Review

### 2.1 Employee Performance (Y)

According to Bangun (2012:99) employee performance is the result of work achieved by a person based on job requirements, requirements are usually called work standards, namely the level expected of a particular job to be completed and compared to goal to be achieved. Performance is the result of an employee's work during a specified period and is compared with various possibilities, such as standards, targets, which have been determined earlier and mutually agreed upon, according to Ardha (2017).

### 2.2 Leadership (X1)

The leader is a role model, the behavior of the leader will also be noticed and exemplified by an employee who is around him and is reflected by the people he influences throughout the organization according to Sutrisno (2010; 198). According to Koontz and O'Donnell in Sukarna (2011; 83) said leadership is someone who has intelligence beyond the people he leads.

### 2.3 Motivation (X2)

According to Hasibuan (2012; 189) says motivation is something that causes, distributes and supports human behavior, so that they want to work actively and enthusiastically in achieving optimal results. Motivation plays an important role because the manager distributes work to his subordinates to do well and be integrated towards predetermined goals. According to Sutrisno (2011; 090). From some of the theories above, motivation is a driving factor that can create morale in employees to achieve organizational goals.

### 2.4 Job Satisfaction (X3)

Ardana, et al. (2012; 13) stated that low job satisfaction can have various negative impacts such as declining work discipline, decreased morale, frequent mistakes at work resulting in decreased work productivity. Meanwhile, according to Heryanto (2011; 66-84) says that there is a significant effect of job satisfaction on manager performance

### 2.5 Work Facilities (X4)

According to Moenir (2016; 47) work facilities are something that is used, used, enjoyed, and occupied by employees both directly related to a job and for smooth work. Meanwhile, according to Moekijat in Erniati, (2011: 10) defines a facility as a means that can be processed into an input to the desired output.

### 2.6 Hypothesis

- H1 : Leadership influences employee performance.
- H2 : Motivation influences employee performance.
- H3 : Job satisfaction affects employee performance.
- H4 : Work facilities affect employee performance.

### 2.7 Thinking Framework

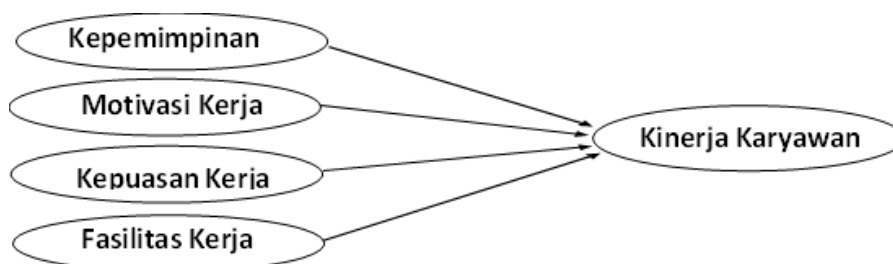


Figure 2 Conceptual Framework

### 3. Research Methodology

This study uses a type of quantitative research. The quantitative research method is research data in the form of numbers and which will be analyzed using statistical assistance Sugiyono (2016). The object of this research was conducted at PT. Varia Fabrication Business as a research site located on Jl. Dr. Wahidin Sudirohusodo No. 100, Setinggi, Randuagung, Kec. Kebomas, Gresik Regency, East Java 61121. The population used in this study were all employees at PT. Varia Fabrication Business as many as 54 employees. The sample used in this study is non-probability sampling.

The data sources obtained in this study are primary data sources derived from employees of PT. Varia Fabrication Business by distributing questionnaires. The type of data and data collection used in this study is subjective data in the form of written answers as answers to questionnaires. The data analysis method used in this study is multiple linear regression analysis which is used to determine the relationship between the independent and dependent variables with the following equation:

$$Y = a + \beta_1X_1 + \beta_2X_2 + \beta_3X_3$$

Description:

Y = Employee Performance

a = Constants

$\beta_1, \beta_2, \beta_3$  = Coefficient of regression direction

X1 = Leadership

X2 = Job Satisfaction

X3 = Work Facilities

### 4. Results and Discussion

#### 4.1 Multiple Linear Regression Analysis

Following are the results of multiple linear regression tests on leadership, job satisfaction and work facilities on employee performance:

Table 1  
Results of Multiple Linear Regression Analysis  
Coefficients (a)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.118	1.224		.097	.923
X1	.290	.139	.317	2.081	.043
X2	.111	.046	.201	2.394	.021
X3	.162	.063	.303	2.577	.013
X4	.156	.074	.245	2.110	.040

Dependent Variable: Purchase Decision

Source: SPSS Statistical Data

Based on the table above, the multiple linear regression equation is obtained in this study, as follows:

$$Y = 0.118 + 0.290X_1 + 0.111X_2 + 0.162X_3 + 0.156X_4 + e$$

- The constant value ( $\alpha$ ) is 0.118 which based on the multiple linear regression equation above shows th coefficient is positive.
- Leadership variable (X1) shows a positive and significant effect on employee performance (Y).
- Motivation variable (X2) shows a positive and significant effect on employee performance (Y).
- Job Satisfaction Variable (X3) shows a positive and significant effect on employee performance (Y).
- Work Facilities Variable (X4) shows a positive and significant effect on employee performance (Y).

#### 4.2 Model Feasibility Test (F Test)

This test was conducted to find out whether the model in this study had a feasible model feasibility or not. The analysis is based on the significance value as follows

Table 2

**Model feasibility test**

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.119	4	24.530	26.925	.000 <sup>a</sup>
	Residual	44.640	49	.911		
	Total	142.759	53			

Source: Data processed by SPSS 2021

Based on table 2 above, it can be seen that the significance value is 0.000 which is less than 0.05, so it can be concluded that the model in this study can be said to be feasible.

#### 4.3 The coefficient of determination (R2)

The following are the results of the coefficient of determination (R2) in this study:

**Table 3.**

**The coefficient of determination (R2)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.829 <sup>a</sup>	.687	.662	.954

Source: Data processed by SPSS 2021

Based on table 3 the results of the coefficient of determination obtained an R Square value of 0.687, meaning that the independent variables in this study had an effect of 68.7% on the dependent variable and 31.3% were influenced by other variables outside this study.

#### 4.4 Significance test (t test)

The following are the results of the t test in this study:

**Table 4.**

**T-test**

Variabel	Sig	Hasil
Kepemimpinan	0,043	Signifikan
Motivasi	0,021	Signifikan
Kepuasan Kerja	0,013	Signifikan
Fasilitas Kerja	0,040	Signifikan

Source: Data processed by SPSS 2021

Based on table 4, it can be seen that:

- The leadership variable (X1) has a significant value of 0.043 <0.05, so it can be concluded that the leadership variable (X1) has a significant effect on financial performance at PT. Varia Vabrication Business.
- The motivational variable (X2) has a significant value of 0.021 <0.05, so it can be concluded that the motivational variable (X2) has a significant effect on employee performance at PT. Varia Vabrication Business.
- The job satisfaction variable (X3) has a significant value of 0.013 <0.05, so it can be concluded that the job satisfaction variable (X3) has a significant effect on employee performance at PT. Manufacturing Business Variations.
- The work facility variable (X4) has a significant value of 0.040 <0.05, so it can be concluded that the work facility variable (X4) has a significant effect on employee performance at PT. Manufacturing Business Variations.

#### 4.5 Interpretation of Analysis Results

Based on the research and analysis the researcher can interpret the results as follows:

- Leadership on Employee Performance the results of this study indicate that leadership has a positive and significant relationship to employee performance at PT. Manufacturing Business Variations.

- b. Motivation on Employee Performance the results of this study indicate that motivation has a positive and significant relationship to employee performance at PT. Manufacturing Business Variations.
- c. Job Satisfaction on Employee Performance the results of this study indicate that satisfaction (X3) has a positive and significant relationship to employee performance at PT. Manufacturing Business Variations.
- d. Work Facilities on Employee Performance the results of this study indicate that work facilities (X4) have a positive and significant relationship to employee performance at PT. Manufacturing Business Variations.

## 5. Conclusion

Based on the results of data processing in this study, the following conclusions can be drawn:

- a. Leadership variable (X1) has a significant positive effect on employee performance (Y) at PT. Gresik Fabrication Business Variations.
- b. Motivation variable (X2) has a significant positive effect on employee performance (Y) at PT. Gresik Fabrication Business Variations.
- c. Job Satisfaction Variable (X3) has a significant positive effect on employee performance (Y) at PT. Gresik Fabrication Business Variations.
- d. Work Facilities Variable (X4) has a significant positive effect on employee performance (Y) at PT. Gresik Fabrication Business Variations.

## 6. Recommendations

Based on the results of the analysis, discussion, and research conclusions, the recommendations from this study can be given as follows:

- a. For Managerial Aspect
  - 1) PT. Varia Fabrication Business needs a leader who can inspire work enthusiasm in its employees.
  - 2) For the motivational variable, decision-making opportunities are needed for employees because it can make employees feel motivated at work.
  - 3) PT. Varia Usaha Fabrication Gresik should pay more attention to incentive facilities and employee satisfaction will affect company performance.
- b. For Further Researchers  
Examining the influence of leadership and motivation on employee performance mediated by employee satisfaction.

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