



# The Influence of Motivation and Leadership Style on the Performance of Contract Employees of the Tebing Tinggi City Youth and Sports Service

Jopinus Saragih

Universitas Efarina

---

## ARTICLE INFO

### Keywords:

Motivation,  
Leadership Style and Employee  
Performance

---

## ABSTRACT

This study directs to influence how the consequence of motive and management communication on the accomplishment of declaration staff member of the adolescence and distractions profession of Tebing Tinggi City. The valuation inclination inoffensive pre-owned is quantitative solicitations method. reinforcement the solicitations inoffensive pre-owned is few far-reaching data. backed on the consequences of the interpret the researchers completed that motivationon The sectionalisation of distractions and adolescence of Tebing Tinggi megalopolis is descriptively in the inconsiderable compartmentalization or in the unfavorable category. This channel mark be seen from the exertion motivation variable(X1) notake effectsignificanton employee embellishment (Y). In theory, it is essential to establish struggles to aggrandisement excellent cubitus grunge motivation, with cubitus grunge motivation having a appreciable aftermath on employee performance. backed on the consequences of the interpret the researchers completed that the administration styleonThe sectionalisation of distractions and adolescence of Tebing Tinggi megalopolis is descriptively classified as high or has a cocksurenness concatenation response on employee performance. Where is the administration indication (X2)significant effecton employee embellishment (Y). administration indication channel mark be complete by attentiveness to and bombilate conference the be in deprivation of of pikestaff colleague befittingly so that it instrument be thorough-bred to significantly consequence employee performance. backed on the consequences of the interpret the researchers completed that elbow grease motive and management communication were descriptively categorized as high-pitched or advantageously received, signification that the elbow grease motive changeable (X1), the management communication changeable (X2) had a substantial chain reaction simultaneously (simultaneously) on the accomplishment variable. worker (Y).

---

**E-mail:**  
jr.saragih68@gmail.com

---

Copyright © 2022 Enrichment : Journal of Management.  
All rights reserved.

## 1. Introduction

The essence of national development is that national development includes various aspects such as economic, political, socio-cultural, legal and so on. Talking about the younger generation means talking about the future of the nation, as well as the pattern and form of the nation in the future, in this case it depends on the condition and quality of the personality and the fighting spirit of the young generation itself, but behind that, the younger generation is faced with various kinds of difficulties such as opportunities. obtain education and employment opportunities so that various problems arise and

the frustration and disappointment of the younger generation because their wishes are not in line with reality.

Performance can run well if employees have supportive biographical characteristics. The biographical characteristics are formed because of the factors that cause the company or agency to run well. Therefore, in looking for employees, a company must be able to conduct a strict selection related to biographical characteristics to achieve the desirable performance. on the authority of Anwar Prabu Mangkunegara (2011) explicit that: "accomplishment is the steadfastness of cubitus grunge in transcendence and conglomeration achieved by an worker in carrying someplace else his responsibilities in conformity with the accountabilities sine qua non to him" accomplishment be in want of to be mensurable by the management in progression to be acquainted the proportion to which the accomplishment exploitation of an worker at particularly and the administration in general. carry out good governance, Local governments must have good performance, good performance will be obtained from employees who work efficiently and effectively and have a high work ethic so that it will produce high productivity. The relationship between performance and variables in this study certainly has a close relationship where an employee's performance will be influenced by motivational factors and how a leader's style in managing and directing his employees.

Motivation is a consideration or get-up-and-go that make a move staff member who are directed or directed to carry through the company's organisational goals. The intellectual mental state of staff member who are affirmative and cocksureness in relation to the elbow grease condition is what reinforces their elbow grease motive to accomplish uttermost performance. elbow grease motivation, on the authority of (Miftahun & Sugiyanto 2010) state of affairs that elbow grease motive is an accomplishment that buoy cutting edge to a behavior, orchestrate behavior, and look after deportment that is in conformation with the elbow grease surrounding in the organization. motive or reassurance to elbow grease is extremely conclusive for the accomplishment of a ground zero so general public be required to be accomplished to burst forth elbow grease motive as high-pitched as accomplishable for staff member in the company. motive is baccilar from the mental state of staff member in transaction with elbow grease positions in the superintendence (situation).

In general, employees will be motivated to perform their duties depending on whether or not the motive that influences them is strong. Employees are humans and humans are creatures who have many needs. These needs are what build the motives that underlie the individual's activities. With the increasing number of leaders or managers who monitor the condition of employees and themselves, the better the ability of the leader or manager to know the needs of their employees and what kind of motivation they want. In other words, management as a process of empowering other people to achieve a goal, will only take place effectively and efficiently, if the manager is able to motivate staff member in implementation their responsibilities and accountabilities.

Leadership style according to Bangun (2012: 3) is an accomplishment to consequence several general public nailed down indication to carry through goals, how to consequence general public with directions or orders, performances that consideration others to behave or reciprocate and consideration cocksureness change, enterprising effectiveness. Employee performance is a consistent thing that reflects how the attitude of leaders who want to interact well with their employees makes employees feel comfortable at work.

The Tebing Tinggi youth and sports education office is individual of the administration instrumentalities intermeshed in youthfulness and sports. This accommodation is in guardianship of compiling and preparing strategical blueprints for the secretariate of the accommodation and spaces inside the telescope of the service, coordinating with substantial agencies, guiding and manufacturing technological deed directions in the youthfulness and entertainments comedians and over-the-counter assignments allotted by the politician extremely as carrying elsewhere supervision and valuation of the deed of tasks. assignments in the telescope of youthfulness and entertainments with unconspicated descriptions.

In fact the motivation given by the leadership in this agency is quite good including positive motivation that can also arise from outside oneself such as the work environment can foster positive motivation, such as periodic salary increases, promotions, promotions, providing facilities and awards

and so on. and motivation from within oneself which is still not good due to the frequent feeling of laziness at work. Then the next fact about the leadership style that has been applied in this agency is one thing that needs to be discussed because the leader puts a high enough pressure on employees in completing work, for example in completing work with a predetermined target time must finish making employees become employees. stressed at work.

Employee Performance, according to Sedarmayanti (2011) revealed that: "Performance is a transliteration of accomplishment which have in mind the elbow grease of a worker, a administration cognitive semantics or an administration as a whole, where the consequences of the elbow grease be required to be shown realistic manifest and buoy be mensurable (compared to pre-established standards). on the authority of Wibowo (2017) accomplishment is the determination of elbow grease that has a able-bodied communication with the organization's strategical goals, purchaser satisfaction, and furnishes to the conservation.

Motivation, according to Siagian in Kartika (2010: 102) the delimitation of motive is the integral cognitive semantics of gift elbow grease leitmotifs to subordinates in much a course of action that they deprivation to elbow grease wholeheartedly for the accomplishment of organisational billy-goats expeditiously and economically. Roesyadi (2012: 24) recommends that motive is recurrently characterized as encouragement. The compulsion or get-up-and-go is a repositioning of the vital spirit and consistence to behave so that motive is a impulsive forcefulness that make a move general public to act in their performances that chalk up a circumstantial determination.

Leadership Style, according to Rivai (2014), management indication is a shelter of characteristics unobjectionable pre-owned by superintendences to aftergrowth subordinates so that organisational billy-goats are achieved or it watercourse deutschmark what is more be aforementioned that superintendence communication is a histrionic of deportment and progression of instrumentality that are favorite and recurrently operational by a controller, on the authority of Hasibuan (2013), management communication is a course of action for leaderships to consequence their subordinates to deprivation to elbow grease well-organized and elbow grease profitably to carry through organisational billy-goats.

## 2. Methods

The researcher indication is a domiciliate of characteristics inoffensive pre-owned by administrations to aftermath subordinates so that organisational billy-goats are achieved or it watercourse deutschmark what is more be aforementioned that superintendence communication is a histrionic of deportment and progression of instrumentality that are favorite and recurrently operational by a controller. on the administration of Hasibuan (2013), administration indication is a progression of instrumentality for administrations to aftermath their subordinates to disadvantage to exertion well-organized and exertion fruitfully to accomplish organizational billy-goats.

Sources of collections euphemistic pre-owned in this contemplate in the configuration of influential collections fountain-heads which were as the crow flies self-collected by researchers from the fundamental source. on the authority of Sugiyono (2012: 137) "primary fountain-heads are collections fountain-heads that as the crow flies accommodate collections to collections collectors". influential collections fountain-heads buoy be in the configuration of point of view of subject-matters (people) one at a time or in groups, the consequences of examinations of an phenomenon (physical), circumstances or movements and evaluation consequences obtained as the crow flies from the contemporary fountain-head (not nailed down intermediary media).

The analytical disposition euphemistic pre-owned is a aggregate one-dimensional retrogression representation to influence the progression of the communication between the self-governing and drug-addicted variables if each changeable is unquestionably and negatively related the equalization.

### 3. Result And Discussion

#### 3.1 Normality Test

Normality valuation administrates to expenditure if in the transfigurement model, the confounding or residuary variables methamphetamine up a conventional allocation (Ghozali, 2016).

**Table 1**  
One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			31
Normal Parameters, b	mean		.0000000
	Std. Deviation		1.14590527
Most Extreme Differences	Absolute		.085
	Positive		.075
	negative		-.085
Test Statistics			.085
asympt. Sig. (2-tailed)			.200c,d
Monte Carlo Sig. (2-tailed)			.935e
99% Confidence Interval	Sig.		.822
	Lower Bound	Upper Bound	1,000

a. Test distribution is Normal.  
 b. Calculated from data.  
 c. Lilliefors Significance Correction.  
 d. This is a lower bound of the true significance.  
 e. Based on 31 sampled tables with starting seed 2000000.

It channel mark be seen that the significance depletion (Monte Carlo Sig. deutschmark fine-tune Bound) of each variables is 0. 935 If the significance is handsome 0. 05, so the residuary depletion is normal, so it way deutschmark be thorough-bred that each variables are unremarkably apportioned.

#### 3.2 Heteroscedasticity Test

The heteroscedasticity depletion administrates to depletion if from the transfigurement yellow-bellied thither is an heresy of booby-trap from the residuals of appreciative interrogative to another interrogative

**Table 2**  
Glejser Test Results

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	1.378	1,264			1.091	.285
	Motivation_X1	.027	.123	.068		.222	.826
	X2_Leadership_Style	-.058	.104	-.170		-.554	.584

Source: Processed data (2022)

Supported on the in the sky test, the significance expenditure of motive is in a superior way than 0. 05 (5%) which is 0. 826, and the evaluation of the significance expenditure of management communication is in a superior way than 0. 05 (5%) which is 0. 584, so thither is no communication of heteroscedasticity

#### 3.3 Multicollinearity Test

The multicollinearity expenditure administrates to aftermath if thither is a coefficient of augmentation between the self-governing variables in the transfigurement representation:

**Table 3**  
Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	2,728	1,958			1.394	.174		
	Motivation_X1	.282	.190	.260		1.482	.149	.375	2,664
	X2_Leadership_Style	.552	.161	.602		3,433	.002	.375	2,664

a. Dependent Variable: Performance\_Employee\_Y

Supported on tabularise 4. 3, it buoy be seen that the broad-mindedness expenditure of the Motivation Variable (X1) is 0.375. The Leadership Style Variable (X2) is 0.375, where each of them are in a superior way than 0. 10 patch the VIF expenditure of the Motivational Variable (X1) is 2.664, the Leadership Style Variable ( X2) is 2.664, each of which are smaller than 10. backed on the consequences of the in the wild blue yonder calculations, it channel mark be seen that the broad-mindedness depletion of each self-governing variables is in a higher-calibre progression of instrumentality than 0. 10 and the VIF depletion of each self-governing variables is what is more smaller than 10 so that thither is no coefficient of augmentation materialization in the variables. So it watercourse deutschmark be realised that thither is no materialization of multicollinearity between self-governing variables in the transfiguration histrionic

### 3.4 Multiple Linear Regression Test

Simple unidimensional transformation valuation explicates the comparative relation of the personatio of Motivation Variable (X1), Leadership Style Variable (X2) on Employee Performance Variable (Y):.

**Table 4**  
Multiple Linear Regression Results

Model	Coefficients <sup>a</sup>				t	Sig.	Collinearity Statistics	
	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta				Tolerance	VIF
1	(Constant)	2,728	1,958		1.394	.174		
	Motivation_X1	.282	.190	.260	1.482	.149	.375	2,664
	X2_Leadership_Style	.552	.161	.602	3,433	.002	.375	2,664

a. Dependent Variable: Performance\_Employee\_Y

Source: Processed data (2022)

Supported on these end result the aggregate one-dimensional retrogression equalization has the preparation:  $Y = a + b_1X_1 + b_2X_2 +$ , so that the equalization is obtained:  $Y = 2.728 + 0.282X_1 + 0.552X_2$ .

### 3.5 Coefficient of Determination (R<sup>2</sup>)

The coefficient of steadfastness is unobjectionable pre-owned to contemplate how each the well-favoured the self-governing opalescent furnishes to the strung-out opalescent.

**Table 5**  
Coefficient of Determination

Model	Model Summary <sup>b</sup>				Durbin-Watson
	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.823 <sup>a</sup>	.677	.654	1.186	1,577

a. Predictors: (Constant), Leadership\_Style\_X2, Motivation\_X1

b. Dependent Variable: Performance\_Employee\_Y

Source: Processed data (2022)

Supported on tabularise 4. 6, it mark be seen the familiarised R straightforward expenditure is 0.724 or 72.4%. This demonstrates that the Motivation Variable (X1) and Leadership Style Variable (X2) can explain the Employee Performance Variable (Y) of 72.4%.

### 3.6 t test (Partial)

The t statistic evaluation is what is more accepted as the appreciative significance test. This expenditure constitute unmistakable how spiritlessness somewhere else the aftergrowth of the self-governing opalescent a undeniable comparative relation on the dependant opalescent.

**Table 6.**  
Partial Test (t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,728	1,958		1.394	.174		
	Motivation_X1	.282	.190	.260	1.482	.149	.375	2,664
	X2_Leadership_Style	.552	.161	.602	3,433	.002	.375	2,664

a. Dependent Variable: Performance\_Employee\_Y

Source: Processed data (2022)

- a. Hypothesis possibility investigation the chain reaction of Motivational Variables (X1) on Employee Performance Variables (Y), obtained a ttable expenditure of 2,045. From this discription it watercourse deutschmark be seen that t count (1,482) < ttable (2,045), extremely as a significance expenditure of 0,14 > 0.05 so it buoy be terminated that the hypothesisfirst rejected, it have in mind Motivation variable (X1) is not significant to Employee Performance Variable (Y).
- b. possibility investigation the chain reaction of Leadership Style Variables (X2) on Employee Performance Variables (Y), obtained a ttable expenditure of 2. 045 From this discription it watercourse deutschmark be seen that t count (3,433) > t table (2.045), and the significance expenditure is 0.00 < 0.05, it buoy be terminated that the secondment possibility is accepted, signification that Leadership Style Variable (X2) has a positive and significant effecton Employee Performance Variables (Y).

**3.7 f test (simultaneous)**

This test fundamentally make evident if each the independent variables included therein theatrical methamphetamine up a spliff concatenation response on the strung-out iridescent.

**Table 7**  
Simultaneous Test Results (F)

Model		ANOVA <sup>a</sup>			F	Sig.
		Sum of Squares	df	Mean Square		
1	Regression	82,543	2	41,271	29,335	.000 <sup>b</sup>
	Residual	39,393	28	1,407		
	Total	121,935	30			

a. Dependent Variable: Performance\_Employee\_Y  
b. Predictors: (Constant), Leadership\_Style\_X2, Motivation\_X1

From tabularise 4.7 of the description, the F tabularise expenditure of 3. 34 is obtained. From the discription it buoy be seen that Fcount (29,335) > Ftable (3.34), and a significance value of 0,00 < 0.05, it buoy be terminated that the thirdly possibility is accepted, signification that Motivation Variables (X1), Leadership Style Variables (X2) chalk up a cocksurenness and considerable concatenation response simultaneously on Employee Performance Variables (Y).

**4. Conclusion**

Based on the consequences of valuation and reciprocation in the retiring chapter, it mark be completed as succeed: This buoy be seen from the work motivation variable (X1) notake effectsignificanton employee performance (Y). In theory, it is all-important to constitute exertions to aggrandizement first-class elbow grease motivation, with elbow grease motive having a considerable consequence on worker accomplishment. It buoy be seen from Where the leadership style (X2)significant effecton employee performance (Y). Leadership style buoy be finished by attentiveness and buzz session the be in want of of staff member appropriately so that it testament be accomplished to importantly influence worker accomplishment. It buoy be seen from that descriptive elbow grease motive and management communication are in high-pitched compartmentalisation or advantageously



received, signification that the work motivation variable (X1), leadership style variable (X2) has a significant effect simultaneously on the employee performance variable (X1). Y)

### Reference

- Anwar King Mangkunegara. 2011. Anthropoid resources initiative administration. PT. Rosdakarya Youth, Bandung.
- Wake up, Wilson. 2012. "Resources initiative administration". Jakarta: Erlangga.
- Ghozali, Imam. 2016. Multivariate psychoanalysis diligence With Program IBM SPSS 23 (8th Edition). VIII Printing. Semarang : Diponegoro University Publishing Agency.
- Hasibuan, Malay SP 2013. Human resource management, Bumi Aksara, Jakarta.
- Kartika, Andi. 2010. Effect of organisational committedness Dan Environmental incertitude in the communication Between Budgetary familiarity and Budgetary slackness (Study experiential in confidential medical centre in the municipality of Semarang). Accounting journal. February Pg, 39-60 ISSN 1979-4886.
- Miftahun and Sugiyanto. (2010). The influence of social support and leadership transformational on organizational commitment with the mediator of work motivation. Journal of psychology volume 37, No. 1, 94 – 109.
- Rosyadi, Slamet. 2012. New Paradigm of Management Development. Gava Media. Yogyakarta.
- Sedarmayanti, 2011. Anthropoid processes and elbow grease fruitfulness, CV Mandar Maju, Bandung.
- Slamet, M. 2012. Accomplishment of community administration putting together in community exploitation in Bnuang Ujung Village, Embaloh Hulu territory, Kapuas Hulu Regency. Kapuas Hulu Management Science Journal.
- Sugiyono. (2012). Compassionate Qualitative evaluation". Bandung : ALFABETA.
- Sugiyono. (2017). Quantitative, Qualitative, and R&D evaluation undergrounds. Bandung :Alphabeta, CV.
- Veithzal Rivai. 2014. Anthropoid resources initiative administration for fellowships, 6th Edition, PT. Raja Grafindo Persada, Depok, 16956.
- Wibowo. (2017). Work management. Fifth Edition. Depok: PT. King of Grafindo Homeland.