THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES

(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)

Sri Hafnida Ritonga[1], Hadi Panjaitan[2], Hendri Mayanta Tarigan[3], Romaida Karo-karo[4], Ficha Aulia Nanda[5].

Universitas Islam Sumatra Utara[1]..
Universitas Efarina[2,3,4,5].

*Correspondence: ritongasrihafnida@gmail.com

Abstract

This study aims to find out how the influence of motivation and leadership style on the performance of Pematang Siantar Dispora employees. The research method used is the method of qualitative data and quantitative data. While the data used is primary data. 1) obtained a tcount value of 1.482 With $\alpha = 5\%$, ttable (5%; 31-2=29) obtained a ttable value of 2.045 From this description it can be seen that tcount (1.482) < ttable (2.045), as well as the significance value by 0,14> 0.05 it can be concluded hypothesisfirst denied, meaningMotivation Variable (X1) is not significant to Employee Performance Variable (Y). 2)tcount value is obtained3,433With $\alpha = 5\%$, ttable (5%; 31-2 = 29) obtained a ttable value of 2.045 From this description it can be seen that tcount (3,433) > ttable (2.045), and a significance value of 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaningLeadership Style Variable (X2) has a positive and significant effecton Employee Performance Variable (Y). 3) the value of Fcount is obtained29,335With $\alpha = 5\%$, dk quantifier: 3, dk denominator: 31-2-1 (5%; 2; 28) the Ftable value is 3.34. From this description it can be seen that Fcount (29,335) > Ftable (3.34), and a significance value of 0,00< 0.05, it can be concluded that the third hypothesis is accepted, meaning Motivation Variable (X1), Leadership Style Variable (X2) have a positive and significant simultaneous effect on Employee Performance Variable (Y).

Keywords: Work Motivation, Leadership Style, Employee Performance

INTRODUCTION

The essence of national development is to build a nation that includes various aspects such as economics, politics, socio-culture, law and so on. Talking about the younger generation means talking about the future of the nation, as well as the style and form of the nation in the future, in this case depending 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 obtaining education and employment so that various kinds of problems arise and the frustration and disappointment of the younger generation because their desires are not in line with reality. Performance can run well if employees have supportive biographical characteristics. Biographical characteristics are formed because of the factors that make a company or agency work well. Therefore, when looking for employees, a company must be able to

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

make a selection strictly related to biographical characteristics to achieve the desired performance. According to Anwar Prabu Mangkunegara (2011) argues that: "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him" Performance needs to be measured by the leadership so that it can be known how far the performance development of an employee in in particular and the organization in general. To carry out good governance, local government 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 performance relationship with the variables in this study certainly has a close bond where an employee's performance will be influenced by motivational factors and how the style of a leader in managing and directing his employees.

Motivation is a condition or energy that drives employees who are directed or directed to achieve the company's organizational goals. The pro and positive mental attitude of employees towards work situations strengthens their work motivation to achieve maximum performance. Work motivation, according to (Miftahun & Sugiyanto 2010) states that work motivation is an effort that can generate a behavior, direct behavior, and maintain behavior in accordance with the work environment in the organization. Motivation or encouragement to work is very decisive for the achievement of a goal, then humans must be able to foster the highest work motivation for employees in the company. motivation is formed from the attitude (attitude) of employees in dealing with work situations in agencies (situation)..

In general, employees will be motivated to carry out their duties depending on whether or not the motives that influence them are strong. Employees are humans and humans are creatures that have many needs. These needs build the motives underlying the individual's activities. With more and more leaders or managers monitoring the condition of employees and themselves, the better the ability of these leaders or managers to know the needs of their employees and what kind of motivation employees 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 employees in carrying out their duties and responsibilities.

Leadership style according to Bangun (2012: 3) is an effort to influence many people through communication to achieve goals, how to influence people with instructions or orders, actions that cause other people to act or respond and cause positive changes, dynamic power.. The relationship of leadership style with a employee performance is consistent which reflects how the attitude of leaders who want to interact well with their employees makes employees feel comfortable while working.

The Pematang Siantar youth and sports education office is one of the government agencies engaged in youth and sports. This service is in charge of compiling and preparing strategic plans for the service secretariat and fields within the scope of the service,

coordinating with relevant agencies, directing and making technical implementation instructions in the field of youth and sports and other tasks submitted by the Mayor as well as carrying out supervision and evaluation of the implementation of tasks tasks in the scope of youth and sports with periodic reports.

The fact is that 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, promotion, 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 following fact regarding the leadership style that has been applied in this agency is one of the things that needs to be discussed because the leader puts high enough pressure on employees to complete the work, for example in completing work with a predetermined target time, it must be completed to make employees become stressed at work.

LITERATURE REVIEWS

Performance

According to Anwar Prabu Mangkunegara (2011) argues that: "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". According to Sedarmayanti (2011) reveals that: "Performance is a translation of performance which means the work results of an employee, a management process or an organization as a whole, where the work results must be shown concretely and can be measured (compared to predetermined standards).)." Based on the definitions above, it can be stated that performance is a work result achieved by an employee in accordance with predetermined standards and criteria within a certain period of time.

Basically, companies certainly need employees as workers who improve quality products and services. Given that employees are considered an important part of the company's assets in contributing to the company to obtain good performance and be able to compete. According to Wibowo (2017) performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy.

Motivation

According to Siagian in Kartika (2010: 102) the definition of motivation is the whole process of giving work motives to subordinates in such a way that they want to work sincerely in order to achieve organizational goals efficiently and economically.The results in question can be in the form of productivity, attendance or other creative work behavior.

As'ad in Roesyadi (2012:24) suggests that motivation is often interpreted as encouragement. This encouragement or energy is the movement of the soul and body to act

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3,
Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

so that this motivation is a driving force that moves humans to behave in actions that have a specific purpose.

Leadership Style

Leadership is one of the competency dimensions that determines the performance or success of an organization. Leadership is an art, because everyone's approach to leading is different depending on the characteristics of the leader, the characteristics of the task and the characteristics of the people they lead. Leadership according to Bangun (2012: 3) is an effort to influence many people through communication to achieve goals, how to influence people with instructions or orders, actions that cause other people to act or respond and cause positive changes, dynamic power.

METHODS

Data collection technique

According to Sugiyono (2012: 137) based on quantitative research data collection techniques can be done by:

1. Interview

According to Esterberg in Sugiyono (2012: 233) an interview is a meeting of two people to exchange information and ideas through question and answer, so that meaning can be constructed in a topic.

2. Questionnaire

According to Sugiyono (2012: 199) questionnaire/questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. In this questionnaire, a closed question model will be used, namely the form of a question that has been accompanied by alternative answers before so that the respondent can choose one of these alternative answers.

The processing of data in this study uses a Likert Scale. According to Sugiyono (2012: 136) what is meant by a Likert Scale is a scale used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. In research, this social phenomenon has been specifically determined by the researcher, hereinafter referred to as the research variable. The researcher provides five alternative answers to the respondents in order to support the needs of quantitative research analysis which can be seen in the following table:

Table
Likert Scale Instrument

No.	Statement	Score
1.	Strongly Agree (SS)	5

2.	Agree (S)	4
3.	Disagree (KS)	3
4.	Disagree (TS)	2
5.	Strongly Disagree (STS)	1

2. Literature review

Is a method of collecting data by reading and analyzing and processing data and information by conducting library activities through books, journals, previous research and other sources relevant to the material to be used in research.

Data Types and Sources

1. Data Type

The data used in this study is quantitative data. According to Sugiyono, quantitative research can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples. Sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative statistics with the aim of testing the hypotheses that have been set (Sugiyono, 2012: 7).

2. Data source

The data source used in this study is a primary data source which the researcher collected directly from the first source. According to Sugiyono (2012: 137) "primary sources are data sources that directly provide data to data collectors". Primary data sources can be in the form of individual or group subject (person) opinions, results of observations of an object (physical), events or activities and test results obtained directly from the original source (not through intermediary media).

RESULTS AND DISCUSSION

Results

1. Validity test

   Validity testing uses SPSS version 23 for windows with criteria based on the calculated r value as follows:

   a) If r count > r table or – r count < - r table then the statement is declared valid.

   b) If r count < r table or – r count > - r table then the statement is stated invalid.

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

This test was carried out on 31 respondents, then df = 31-2 = 29, with α = 5%, an r table value of 0.355 was obtained (Ghozali, 2016), then the calculated r value would be compared with the r table value as in the following table:

Table of Validity Test Results

Motivational Variables			
Statement	**rcount**	**rtable**	**validity**
1	0.791	0.355	Valid
2	0.776	0.355	Valid
3	0.449	0.355	Valid
4	0.748	0.355	Valid
Leadership Style Variables			
Statement	**rcount**	**rtable**	**validity**
1	0.915	0.355	Valid
2	0.733	0.355	Valid
3	0.814	0.355	Valid
4	0.779	0.355	Valid
Employee Performance Variables			
Statement	**rcount**	**rtable**	**validity**
1	0.780	0.355	Valid
2	0.687	0.355	Valid
3	0.648	0.355	Valid
4	0.727	0.355	Valid

Source: Data processed (2020)

Table shows that all statement points, both the Motivation variable (X1), the Leadership Style Variable (X2), and the Employee Performance Variable (Y) have a higher r count value than the r table value so that it can be concluded if all statements for each variable are stated valid.

2. Reliability Test

Reliability is an index that shows the extent to which a measuring device can be trusted or relied on. According to Sugiyono (2013) A factor is declared reliable if the Cronbach Alpha is greater than 0.6. Based on the results of data processing using SPSS 23 for windows, the following results are obtained:

Table of Reliability Test Results

Variable	*Cronbach Alpha*	Constant	Reliability
X1 motivation	0.759	0.6	Reliable
Leadership Style X2	0.819	0.6	Reliable
Y Employee Performance	0.783	0.6	Reliable

Source: Data processed from attachment 3 (2020)

Based on the reliability test using Cronbach Alpha, all research variables are reliable/reliable because Cronbach Alpha is greater than 0.6, so the results of this study indicate that the measurement tools in this study have fulfilled the reliability test (reliable and can be used as a measuring tool).

Classic assumption test

The testing of the classical assumptions with the SPSS 23 for windows program carried out in this study includes:

1. Normality test

The Normality Test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. The normality test for the graphical method uses the normal probability plot, while the normality test for the statistical method uses the one sample Kolmogorov Smirnov test. The normality test using the graphical method can be seen in the following figure
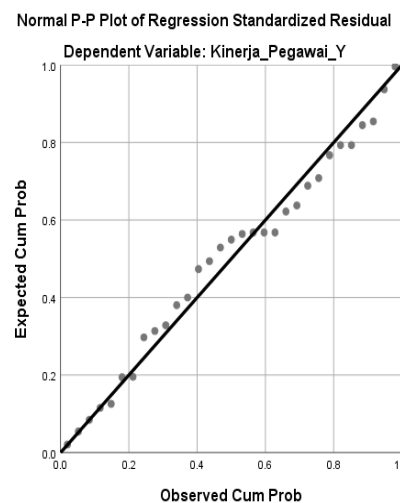
Plot normal images

Data that is normally distributed will form a straight diagonal line and residual data plotting will be compared with the diagonal line, if the residual data distribution is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table of the One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residuals
N	31

Normal Parameters, b	Means		.0000000
	std. Deviation		1.14590527
Most Extreme Differences	absolute		085
	Positive		075
	Negative		-.085
Test Statistics			085
asymp. Sig. (2-tailed)			.200c,d
Monte Carlo Sig. (2-tailed)	Sig.		.935e
	99% Confidence Intervals	LowerBound	.822
		Upperbound	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 a starting seed of 2000000.

Source: Processed data (2020)

From the output in table it can be seen that the significance value (Monte Carlo Sig. Lower Bound) of all variables is 0.935. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study was seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 25 for windows program can be seen in the following table:

Table of Multicollinearity Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	2,728	1958		1,394	.174		
	Motivation_X1	.282	.190	.260	1,482	.149	.375	2,664
	Gaya_Leadership_X2	.552	.161	.602	3,433	002	.375	2,664

a. Dependent Variable: Performance_Employee_Y

Source: Processed data (2020)

Based on the table it can be seen that the tolerance value of the Motivation Variable (X1) is 0.375. The Leadership Style Variable (X2) is 0.375, all of which are greater than 0.10 while the VIF value of the Motivational Variable (X1) is 2.664, the

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

Leadership Style Variable (X2) of 2.664, all of which are less than 10. Based on the calculation results above it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that no correlation symptoms occur in the independent variables . So it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that has homoscedasticity or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with the Glejser test, in the glejser test, if the independent variable is statistically significant in influencing the dependent variable then there is an indication of heteroscedasticity occurring. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

The results of data processing using SPSS 25.00 show the results in the following table:

Table of Glejser Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	1,378	1,264		1,091	.285
	Motivation_X1	.027	.123	068	.222	.826
	Gaya_Leadership_X2	-.058	.104	-.170	-.554	.584

a. Dependent Variable: Abs_RES
Source: Data processed (2020)

Based on the test above, the significance value of motivation is greater than 0.05 (5%), namely 0.826, and testing the significance value of leadership style is greater than 0.05 (5%), namely 0.584, so there is no indication of heteroscedasticity.

Multiple Linear Regression Testing

Multiple linear regression testing explains the large role of the Motivation Variable (X1), Leadership Style Variable (X2) to Employee Performance Variable (Y). Data analysis in

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

this study used multiple linear regression analysis using SPSS 25 for windows. The analysis of each variable is explained in the following description:

Table of Multiple Linear Regression Results
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	2,728	1958		1,394	.174		
	Motivation_X1	.282	.190	.260	1,482	.149	.375	2,664
	Gaya_Leadership_X2	.552	.161	.602	3,433	002	.375	2,664

a. Dependent Variable: Performance_Employee_Y
Source: Data processed (2020)

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b1X1 + b2X2 + \varepsilon$, so that the equation is obtained: $Y = 2.728 + 0.282X1 + 0.552X2$
The description of the multiple linear regression equation above is as follows:

1. The constant value (a) of 2.728 indicates the magnitude of the Employee Performance Variable (Y) if the Motivation Variable (X1), the Leadership Style variable (X2) is equal to zero.

2. The regression coefficient value of the Motivation Variable (X1) (b1) is (0.282) indicating the magnitude of the role of the Motivation Variable (X1) on the Employee Performance Variable (Y) assuming the Leadership Style Variable (X2) is constant. This means that if the factor of the Motivation Variable (X1) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by (0.282) unit value assuming the Leadership Style Variable (X2) is constant.

3. The regression coefficient value of the Leadership Style Variable (X2) (b2) is (0.552) indicating the large role of the Leadership Style Variable (X2) on Employee Performance Variable (Y) assuming the Motivation Variable (X2) is constant. This means that if the Leadership Style Variable factor (X2) increases by 1 value unit, it is predicted that the Employee Performance Variable (Y) will increase by (0.552) value units assuming the Leadership Style Variable (X2) is constant.

Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the value of the determinant coefficient is used to measure the magnitude of the contribution of the studied variables X and Y as the dependent variable.

The greater the value of the coefficient of determination, the better the ability of variable X to explain variable Y. If the determination (R2) is greater (close to 1), then it can be said that the influence of variable X is large on variable Y. The formula for the coefficient of determination is as follows:

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)
Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.

OPEN ACCESS

This shows that the model used is getting stronger to explain the effect of variable X on variable Y. Conversely, if the determination (R2) is smaller (closer to zero), it can be said that the effect of variable X on variable Y is smaller. This shows that the model used is increasingly not strong enough to explain the effect of variable X on variable Y.

The value used in viewing the coefficient of determination in this study is in the adjusted R square column. This is because the value of the adjusted R square is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in the following table:

Determination Coefficient Table
Summary modelb

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.823a	.677	.654	1,186	1,577

a. Predictors: (Constant), Style_Leadership_X2, Motivation_X1

b. Dependent Variable: Performance_Employee_Y

Source: Data processed (2020)

Based on table it can be seen that the adjusted R square value is 0.724 or 72.4%. This shows that the Motivation Variable (X1) and Leadership Style Variable (X2) can explain the Employee Performance Variable (Y) of 72.4%, the remaining 27 .6% (100% - 72.4%) is explained by other variables outside this research model. Such as organizational culture variables, work productivity and work environment.

Hypothesis testing

1. t test (Partial)

    The t statistical test is also known as the individual significance test. This test shows how far the influence of the independent variables partially on the dependent variable. In this study, partial hypothesis testing was carried out on each independent variable as shown in the following table:

Partial Test Table (t)
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	2,728	1958		1,394	.174		
	Motivation_X1	.282	.190	.260	1,482	.149	.375	2,664
	Gaya_Leadership_X2	.552	.161	.602	3,433	002	.375	2,664

a. Dependent Variable: Performance_Employee_Y

Source: Data processed (2020)

a. Hypothesis Test Effect of Motivational Variable (X1) on Employee Performance Variable (Y)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1) Accept H0 If tcount < ttable or -tcount> - ttable orSig value. >0.05

2) Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable orSig. < 0.05

From the table it is obtained that the tcount is 1.482 With α = 5%, ttable (5%; 31-2=29) obtained a ttable value of 2.045 From this description it can be seen that tcount (1.482) < ttable (2.045), as well as the significance value by 0,14> 0.05 it can be concluded hypothesisisfirst denied, meaningMotivation Variable (X1) is not significant to Employee Performance Variable (Y). This is not in line with the research conductedImam Fauzi (2011), research entitled "The Influence of Leadership and Motivation on Employee Performance at the SKT Brak BL 53 Unit. PT. Djarum Kudus", the results of the study show that there is a positive, significant influence of leadership and motivation on employee performance either partially or simultaneously.

b. Hypothesis Testing the Effect of Leadership Style Variable (X2) on Employee Performance Variable (Y), the form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1) Accept, If tcount > ttable or -tcount > - ttable orSig value. < 0.05

2) Reject, If tcount < ttable or -tcount < - ttable orSig. >0.05

From the table, the value of tcount is obtained3,433With α = 5%, ttable (5%; 31-2 = 29) obtained a ttable value of 2.045 From this description it can be seen that tcount (3,433) > ttable (2.045), and a significance value of 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaningLeadership Style Variable (X2) has a positive and significant effecton Employee Performance Variable (Y).This is in line with the research conductedRogerio (2010) with the research title "The Influence of Leadership Style on Employee Job Satisfaction in Kosayu Credit Cooperatives in Malang City". The results showed that situational leadership style which includes task behavior and relationship behavior has a significant influence on employee job satisfaction at the Kosayu Credit Cooperative in Malang City.

2. F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint effect on the dependent variable. F test results can be seen in the following table:

Table of Simultaneous Test Results (F)

ANOVAa

OPEN ACCESS

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	82,543	2	41,271	29,335	.000b
	residual	39,393	28	1,407		
	Total	121,935	30			

a. Dependent Variable: Performance_Employee_Y

b. Predictors: (Constant), Style_Leadership_X2, Motivation_X1

Source: Data processed (2020)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

a) If the calculated F value > F table or Sig. < 0.05 then Ha is accepted and H0 is rejected.

b) If the calculated F value < F table or Sig. > 0.05 then Ha is rejected and H0 is accepted.

From the table, the Fcount value is obtained29,335 With α = 5%, dk quantifier: 3, dk denominator: 31-2-1 (5%; 2; 28) the Ftable value is 3.34. From this description it can be seen that Fcount (29,335) > Ftable (3.34), and a significance value of 0,00< 0.05, it can be concluded that the third hypothesis is accepted, meaningMotivation Variable (X1), Leadership Style Variable (X2) have a positive and significant simultaneous effect on Employee Performance Variable (Y). This is in line with the research conductedImam Fauzi (2011), research entitled "The Influence of Leadership and Motivation on Employee Performance at the SKT Brak BL 53 Unit. PT. Djarum Kudus", the results of the study show that there is a positive, significant influence of leadership and motivation on employee performance either partially or simultaneously.

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. Based on the research results, the researcher concludes that motivationonThe City of Pematang Siantar Sports and Youth Servicedescriptively in the low classification or in the unfavorable category. This can be seen from the work motivation variable(X1) noinfluentialsignificanton employee performance (Y). In theorythere needs to be an effort to increase good work motivation, with work motivation having a big influence on employee performance.

2. Based on the results of the study, the researchers concluded that leadership styleonThe City of Pematang Siantar Sports and Youth Servicedescriptively it is in a high classification or has a positive effect on employee performance. Where is the leadership style (X2) significant

effecton employee performance (Y). leadership stylecan be done by paying attention to and fulfilling the needs of employees properly so that it will be able to significantly influence employee performanceemployee performance.

3. Based on the results of the study, the researchers concluded that work motivation and leadership style were descriptively in a high or well-accepted classification, meaning that the work motivation variable (X1), leadership style variable (X2) had a significant joint (simultaneous) effect on performance variables employee (Y).

Suggestions

To perfect this research, there are several additional aspects proposed in the suggestions in this research, namely as follows:

4. Further research is suggested to consider variables not examined in this study.And for other researchers to participate in developing this research by adding other independent variables so that the results obtained are better and more complete.

5. Expected on The City of Pematang Siantar Sports and Youth Serviceto always maintain employee performance in providing services and this researchshould be used as a strategy or as material for considerationThe City of Pematang Siantar Sports and Youth ServicePay attention to the activities of its employees in carrying out work. It meansThe City of Tebing Tinggi Sports and Youth Service, while maintaining good work motivation so that employee performance is achieved as targeted.

6. It is recommended for future researchers to expand the scope of the research object so that the results of this study will be later can contribute ideas, information and materials for consideration to the partiesThe City of Pematang Siantar Sports and Youth Servicein determining policies, in taking work motivation strategies and leadership styles so that agencies are able to improve good employee performance.

REFERENCES

Anwar King Mangkunegara. 2011. Human Resource Management. PT. Rosdakarya Youth, Bandung.

Amirullah, 2015. Introduction to Management, Function-Process-Control. Media Discourse Partners, Jakarta.

Arikunto, S, 2013. Research Procedures; A Practical Approach, Rineka Cipta, Jakarta.

Dharma, Surya, 2010. Performance Management, Theory and Application Philosophy, Student Library, Yogyakarta.

Ghozali, Imam, 2016. Application of Multivariete Analysis with the IBM SPSS 23 Program (Edition 8). VIII print. Diponegoro University Publishing Agency, Semarang.

Hasibuan, Malayu SP 2010. Human Resource Management. PT. Earth Script, Jakarta.

Sedarmayanti, 2011. Human Resources and Work Productivity, CV Mandar Maju, Bandung.

Sudarmanto, 2010. Performance and HR Competency Development. Student Library, Yogyakarta.

Sugiyono, 2012. Business Research Methods, 16th Printing, March 2012, Alfabeta, Bandung.

Sugiyono. 2015. "Business Research Methodology", Print 16. Alphabet. Bandung

———— 2016. "Quantitative, Qualitative and R&D Research Methods". Alfabeta. CV. Bandung:

T. Hani Handoko 2012. Personnel Management and Human Resources, BPFE, Yogyakarta.

Wahjosumidjo, 2010. Leadership Motivation, Ghalia Indonesia, Jakarta.

Wursanto 2010. Human Resource Management. Edition 3. Published by YKPN High School of Economics, Yogyakarta.

Slamet, M. 2012. Performance of Village Government Organizations in Village Development in Bnuang Ujung Village, Embaloh Hulu District, Kapuas Hulu District. Kapuas Hulu Management Science Journal

THE INFLUENCE OF MOTIVATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF TEBING TINGGI DISPORA EMPLOYEES
(Case Study on Contract Employees of the Youth and Sports Service in Pematang Siantar City)

Sri Hafnida Ritonga1, Hadi Panjaitan2, Hendri Mayanta Tarigan3, Romaida Karo-karo4, Ficha Aulia Nanda5.