

Influence Leadership Transactional and Motivational Achievement on the Employees Performance of PT. Sari Aditya Loka 1 Jambi City

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ABSTRACT

Research purposes This For know and analyze influence leadership transactional and motivational achievement to performance PT employees . Sari Adistya Loka 1 Jambi City. Study This is study quantitative with method sampling research using purposive sampling method . Samples used are 45 employees working _ above 3 years . Data sources used in study This is primary data , namely (data obtained direct from source or subjects studied) primary data in study This form answer on question or statements in the questionnaire and secondary data is existing data recorded in book or something report . Secondary data form history , vision mission , structure organization . Data analysis method used is analysis multiple linear regression . Research result show leadership transactional influential negative and significant to performance PT employees . Sari Aditya Loka 1 Jambi City. Whereas motivation achievement influential positive and significant to performance PT employees . Sari Aditya Loka 1 Jambi City.

Keywords : Leadership Transactional , Motivational Achievement , Employee Performance

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INTRODUCTION

PT. Sari Aditya Loka 1 is child branch from PT. Astra Agro Lestari which time this is PT. Astra Agro Lestari has 41 children company a kind that operates in industry coconut palm oil . Benefits of coconut palm in aspect economy can seen as producer foreign exchange biggest and also improve income farmer . As well as opening Lots field work for society in Indonesia. With thereby necessity source Power qualified and competent human beings For manage industry coconut palm oil in Indonesia today This .

According to Hasibuan (2016) source Power man is the science and art of governing relationships and roles power work to be effective and efficient help realization objective companies , employees , and society . Source Power people needed by the company at the time this and will come own maximum performance . _ Employee performance is a work process or results work produced by a person employee For reach expected goal _ from duties and responsibilities answer , honestly effective and efficient so that can achieved objective company . Moeheriono (2012) explains that performance employee Can achieved by the group or individual in something company in a way qualitative or quantitative . That matter customized with authority , duties and responsibilities answer each one employee in reach objective company legally , no violate legal , and appropriate with ethics or applicable morals.

Table 1. Performance Assessment Data of
PT. Sari Aditya Loka 1Jambi City 2019-2021

Criteria					
Year	Amount Employee	Very Good	Good	Enough	Bad
2019	45	17	15	6	7
2020	45	14	21	8	2
2021	45	5	21	12	7

Source : Processed Data Management of PT. Sari Aditya Loka 1, 2022

From Table 1 can show results evaluation performance during a number of year final Still Lots performance employee in category Enough even There is a number of in category bad . In terms of This if No quick done evaluation Work employee so will impact bad for employees and companies That Alone .

Condition the can concluded that level performance from year to year experience fluctuation with level performance lowest in 2021 with _ category Enough as many as 12 people and bad 7 people. In terms of This company provide rewards regularly direct nor No direct to employee with very good criteria in form incentive or additional bonuses and penalties for employee criteria bad in form action in a way direct in the field on mistakes made _ as well as giving letter warning .

Based on this data can assumed and concluded that performance employees at PT. Sari Aditya Loka 1 Jambi City yet maximum . In terms of This necessity evaluation work and repairs pattern work by parties management . The decline level performance employee naturally related with style leadership and motivation existing achievements _ in company the .

According to Robbins and Coulter (2012) leaders with style leadership transactional namely the leadership model Where leader motivating its members going to to set targets _ with give award on productivity they . Leadership style transactional is also known style where is the leadership ? leader push obedience his followers through 2 factors that is rewards and punishments .

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Burns (Odumeru , 2013) describes that on leadership transactional connection between leader with subordinate is based on a series activity bid bid between both of them . Leadership style transactional is also known as leadership role - focused managerial _ supervision , organization , and performance group . Leadership style transactional is style leadership Where leader push obedience his followers through 2 factors that is rewards and punishments . Leaders _ with style leadership transactional Work with method notice Work employee For find errors and irregularities . Types of leadership this is very effective in situation crisis and emergency .

Leadership style in the company of PT. Sari Aditya Loka 1 Jambi City more tend use style leadership transactional with always provide rewards regularly direct nor No direct to employees who excel and perform action in a way direct in form punishment If employee do the error is not in accordance standard operational existing procedures in the company . For get the usual rewards be measured with achievement of targets carried out employees , rewards are possible given tomorrow _ the day or even a month moment reception wages employee in form present or incentives . In context performance employees , a factor that can also be influence performance employee that is motivation achievement . Motivation achievement according to Damanik (2020) it is something encouragement or motif that functions For overcome obstacles and obstacles as well as try For do existing tasks _ in as quickly and efficiently as possible Possible . Motivation achievement is effort and confidence individual For realize objective Study with standard success certain and capable overcome all hindering obstacles _ achievement goals (Atmoko and Hidayah, 2014). Furthermore definition motivation Achievement can also be done said as A purposeful motivation _ For chase performance that is For develop or demonstrate high ability (Purwanto , 2014).

Leader at PT. Sari Aditya Loka 1 Jambi City always give motivation to employee before employee do work his , p This happened at the time do Apple Morning whole employee in the field . Every achievements and mistakes will evaluated tomorrow _ day for employees No do error repetitive . The impact given with exists Apple morning is very significant to performance employee . Work pattern can measurable as well as in accordance with planning carried out by supervisors every the day .

Study This aim test influence leadership transactional and motivational achievement to performance employees at Pt. Sari Aditya Loka 1 Jambi City. By theoretical , results study at least capable enrich literature related How role leadership transactional and motivational achievement in push performance employee . By practical , results studies This expected become addition meaningful reference _ for company in manage more employees _ Good so that can push enhancement performance employee .

LITERATURE REVIEW AND HYPOTHESIS FORMULATION**Influence Leadership Transactional on Employee Performance**

According to Odumeru and Ifeanyi (2013) style leadership transactional is style leadership Where a leader focus its attention to interpersonal transactions between leader with engaged employees _ connection exchange . Exchange the based on agreement about classification target , standard work , and rewards . So that can meaning , leadership transactional as method used _ a leader in move its members with offer rewards or consequence contributions made by members _ to organization . Previous studies find leadership transactional influential negative and not significant to employees (Angga, 2021). Aligned with study Dwiantoro (2017) found leadership transactional influential negative and

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significant . This matter Because If leadership transactional increase so will impact negative to performance employee . However if leadership transactional decrease so will give positive influence _ for performance employee . Researcher explain leadership transactional is challenge in adapt fast employees _ changed .

H₁ : Leadership transactional influential negative and significant to performance employee.
Influence Motivation Achievement On Employee Performance

Motivation achievement according to Damanik (2020) it is something encouragement or motif that functions For overcome obstacles and barriers as well as try For do existing tasks _ in as quickly and efficiently as possible Possible . Furthermore definition motivation Achievement can also be done said as A purposeful motivation _ For chase performance that is For develop or demonstrate high ability (Purwanto , 2014). According to Susanto (2018) motivation achievement is encouragement in individual For do something as good as possible for the sake of achieving success . So motivation achievement is something encouragement from in individual For do activity in frame endeavor or obtain results the best based on standard perfection with all potential and support _ _ individual . Research result previous explain motivation achievement influential positive and significant to performance employees (Syaripuddin , 2017). This matter Because If motivation achievement increase so will impact positive and significant to performance employee . However if motivation achievement decrease so will give negative influence _ for performance employee .

H₂ : Motivation Achievement influential positive and significant to performance employee

METHOD

Study This is study quantitative with method sampling research using purposive sampling method . Samples used are 45 employees working _ above 3 years . Data sources used in study This is the primary data in study This is (data obtained direct from source or subjects studied) primary data in study This form answer on question or statements in the questionnaire and secondary data is existing data recorded in book or something report . Secondary data form history , vision mission , structure organization . Research time is January - July 2022 location research at PT. Sari Aditya Loka 1 (Inti 2) which is located at Jl. Beliak Hitam Ulu District Tabir , Sarko Regency (Sarolangun Bangko), Jambi Province . Data collection techniques , namely use purposive sampling technique .

This study has two variables free that is leadership transactional and motivational achiever , with performance employee as variable bound . Before conducting trials , researchers _ moreover formerly do analysis descriptive respondents , analysis data quality , and test assumptions classic . Next , for know influence variable leadership transactional and motivational achievement to performance employee done with apply analysis multiple linear regression .

RESULT AND DISCUSSION

Table 2. Results of Descriptive Statistical Analysis

Variable	N	Min	Max	Mean	Std. Deviation
Employee performance	45	52	75	65.16	7,179
Leadership Transactional	45	31	44	35.69	2,875
Motivation Achievement	45	31	45	38.56	4,590

Source: (SPSS processed data 23, 2022)

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Data Quality Test Results

Validity Test Results

$$R_{table} = Df = (N-2) = 45-2 = 43 (5\%) = 0.294$$

Based on validity test results For every variable own results mark count more _ big from rtable . So that all statements on variables study This declared valid and acceptable continue stage reliability .

Reliability Test Results

Table 3. Reliability Test Results

Variable	Cronbach Alpha	Standard	Conclusion
Employee performance	0.920	0.6	Reliable
Leadership Transactional	0.848	0.6	Reliable
Motivation Achievement	0.867	0.6	Reliable

Source: (SPSS processed data 23, 2022)

Based on Table 3, reliability test results can is known that Cronbach's Alpha value of all over variables tested _ value more big of 0 .6, then can concluded that all over variable that is performance employees , leadership transactional and motivational achievement stated reliable .

Assumption Test Results Classic

Normality Test Results

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		45
Normal Parameters	Mean	.0000000
	Std. Deviation	6.48821770
Most Extreme Differences	Absolute	0.181
	Positive	0.125
	Negative	-0.181
Statistical Tests		1,213
Asymp . Sig. (2-tailed)		0.150

Source : Processed Data SPSS 23, 2022

Based on normality test results is known mark significant equal to $0.150 > 0.05$, then can concluded that residual values are normally distributed . Data distribution is also possible seen from picture distribution of data with a diagonal line PP plot of regression standardized residual as following :

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Normal P-P Plot of Regression Standardized Residual

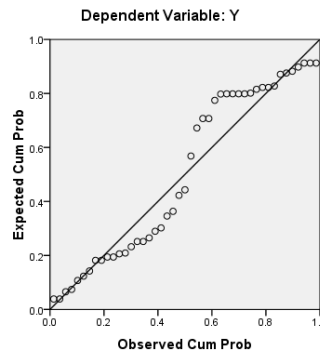


Figure 1. Distribution of Normality Test data

From the picture above seen that picture normal probability approaches a diagonal straight line , can explained that the data is in study This data is normally distributed .

Multicollinearity Test Results

Table 5. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
X1	0.715	1,398
X2	0.715	1,398

Source : (SPSS processed data 23, 2022)

Based on table 5, can seen that tolerance value of variable leadership transactional (X1) and motivation achievement amounting to 0.715 more big of > 0.01 and VIF of more than 1.398 small from < 10 . Then from results the can concluded that correlation between variable free showing No happen symptom multicollinearity because of each variable free own tolerance value > 0.01 and VIF value < 10 so can regression test was carried out multiple .

Heteroscedasticity Test Results

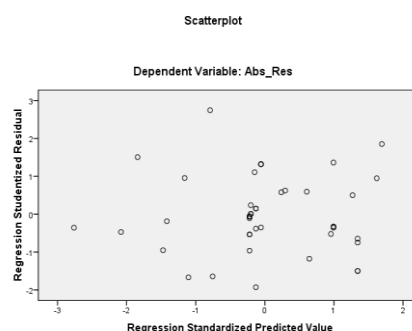


Figure 2. Scatterplot Test Results

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Based on Figure 2 above seen that many dots spread in a random way, no form A pattern certain obvious, as well spread well above _ or below _ the number 0 on the Y axis, so in matter This can concluded that No happen heteroscedasticity in the regression model this, so the regression model worthy used.

Analysis Multiple Linear Regression Equality Multiple Linear Regression

Table 6. Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	75,486	12,644		5,970	,000
	X1	-1,064	,412	0.426	- 2,584	,000
	X2	0.717	0.258	0.458	2,780	0.008

Source : (SPSS processed data 23, 2022)

From the table above obtained equality regression as following :

$$Y = 75.486 - 1.064 + 0.717$$

Based on equality regression above, then can be known as following :

1. Value of constant in the regression test results show the value 75.486 means if variable independent leadership transactional and motivational achievement value is 0 then big performance employee is 75,486.
2. Coefficient regression leadership transactional (X1) against performance employees (Y) of 1,064. This matter means If variable independent other tenure and leadership transactional increased by 1 unit so performance employee will experience decline as big as 1,064..
3. Coefficient regression motivation achievement (X2) towards performance employees (Y) of 0.717. This matter means If variable independent other steady and motivating Work increased by 1 unit so performance employee will experience enhancement of 0.717.

Hypothesis Test Results

Table 7. Hypothesis Test Results

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	75,486	12,644		5,970	,000		
	X1	-1,064	,412	-.426	-2,584	,013	,715	1,398
	X2	,717	,258	,458	2,780	,008	,715	1,398

a. Dependent Variable: Y

Source : (SPSS processed data 23, 2022)

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$$\text{Description} = T \text{ table} = df = nk - 1 = 45 - 2 - 1 = 42 = 2,018$$

Based on results analysis regression above _ can interpreted as following :

1. Testing Hypothesis First (H1) is known mark significance For influence leadership transactional to performance employee is of $0.013 < 0.05$ and value tcount = $-2.584 < t_{table}$ amounting to 2.018. Based on criteria testing If mark significance < 0.05 then H_a is rejected and H_0 is accepted . With thereby leadership transactional (X1) basis Partial influential negative and significant to performance employee (Y).
2. Testing Hypothesis second (H2) is known mark significance For motivation achievement to performance employee is of $0.008 < 0.05$ and value tcount = $2,780 > t_{table}$ amounting to 2.018. Based on criteria testing If mark significance < 0.05 then H_0 is rejected and H_a is accepted . With thereby motivation achievement (X2) consistently Partial influential positive and significant to performance employee (Y).

F Test Results

Table 8. F Test Results

		ANOVA ^a				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	414,644	2	207,822	4,712	0.014
	Residual	1852,267	42	44,102		
	Total	2267,911	44			

Source : (SPSS processed data 23, 2022)

Based on the output results above is known mark significance of $0.014 < 0.05$ and value Fcount $4.712 > F_{table}$ 3.22. So that can concluded that H_0 is rejected H_a is accepted . This can interpreted that variable leadership transactional and motivational achievement in a way together influential in a way significant .

Coefficient of Determination Test Results (R2)

Table 9. Coefficient of Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,428	,183	.144	6,641

Source : (SPSS processed data 23, 2022)

Based on the data above seen that Adjusted R Square value is 0.144. That matter means that variable independent (X1 and X2) influences variable dependent amounting to 14.4%. The remaining 85.6% comes from from other variables that are outside the research model , such as discipline work , culture organization , leadership transformational , environmental work , ability work , compensation , achievement work , and so on .

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RESEARCH LIMITATIONS

This research has limitations, including the only variables used in this research consisting of transactional leadership and achievement motivation in measuring employee performance variables. It is hoped that further research can add other variables that are thought to influence employee performance improvement.

CONCLUSION

Variable leadership transactional influential negative and significant to performance employee . This matter because leadership transactional is style goal - focused leadership _ period short , no There is room think independent For employees , no maximizing potency employees , no value initiative personal and minimal opportunities development self . Variable motivation achievement influential positive and significant to performance employee . This matter because motivation achievement is one of factor For form character employee so that do work in accordance existing procedures and their occurrence Spirit nice work _ to employee That Alone . Variable leadership transactional and motivational achievement in a way together (simultaneously) have an effect significant to performance employee . This matter because mark significance from simultaneous tests more small of 0.05 and value fcount more big from f table .

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