



DOI: <https://doi.org/10.38035/dijms.v6i4.4399>
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The Influence of Leadership Style and Motivation on Employee Performance in Bhagasasi Bekasi Regional Public Companies

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Abstract: This research aims to determine the influence of leadership style and motivation on employee performance at the Bhagasasi Bekasi Regional Public Company. The method used is a quantitative method with a survey approach. Data was collected through a questionnaire distributed to employees working at the company. Data analysis was carried out using multiple linear regression to determine the direct influence of leadership style and motivation on employee performance. The results of this research indicate that both leadership style and motivation significantly influence employee performance at the Bhagasasi Bekasi Regional Public Company. This research contributes to the development of human resource management theory, especially in improving employee performance in the public sector.

Keyword: Leadership Style, Motivation, Employee Performance, & Bhagasasi Regional Public Company.

INTRODUCTION

Employee performance is one of the main factors that determines the success of an organization. In the context of the Bhagasasi Bekasi Regional Public Company, which operates in the public sector, the quality of employee performance has a very important role in achieving company goals and providing optimal service to the community. Therefore, it is very important to understand the factors that influence employee performance in these organizations.

Two factors that are believed to have a major influence on employee performance are leadership style and motivation. The leadership style applied by company leaders influences the way employees work, interact, and respond to assigned tasks. Leaders who have an effective leadership style can create a work environment that supports employee productivity and well-being.

On the other hand, employee motivation is the key to increasing their work morale. High motivation can encourage employees to work harder, innovate, and contribute optimally to the progress of the organization. This motivation can come from various factors, both internal and external, which can increase employee involvement in achieving company goals.

This research aims to analyze the extent to which leadership style and motivation can influence employee performance at the Bhagasasi Bekasi Regional Public Company. Through this research, it is hoped that useful information can be obtained to improve employee performance and optimize factors that can support the achievement of organizational goals.

Leadership style is the way a leader influences, directs and motivates his subordinates to achieve organizational goals. This style reflects how leaders interact with employees, provide direction, and support them in achieving their tasks and organizational vision. According to Robbins (2001), leadership styles can be divided into several main types:

A leadership style in which a leader takes full control of decision making and policies, and gives clear instructions to his subordinates. Leaders with this style tend not to involve the team in the decision-making process and expect them to follow orders without questioning or providing input. These leaders often make decisions unilaterally and ensure that every team member follows their directions.

Example of Authoritarian Style: A factory manager who leads with an authoritarian style may determine the entire production process without consulting employees. For example, he decides when and how production should take place, sets strict work standards, and demands employees follow those procedures with no room for improvisation. Every decision taken by this manager is not discussed with the team or staff members, but is immediately implemented.

Speed and Clarity: In situations that require quick and clear decisions, this style is very effective. For example, in a crisis or when there is an urgent need to make a firm decision. Strong Control: Leaders can ensure that the entire team follows established procedures and standards without much debate.

Lack of Creativity: Since there is no room for input from subordinates, this style can limit creativity and innovation. Employees may not feel heard or appreciated. Decreased Team Morale: A leadership style that is overly dominant and does not involve the team can lead to dissatisfaction and reduced motivation among employees, which can affect productivity in the long run. Overall, although an authoritarian style can be effective in certain situations, such as in emergencies or companies that require tight control, it is less suitable for organizations that want to encourage employee participation and creativity.

A leadership style in which the leader involves employees in the decision-making process. In this style, leaders not only give orders or directions, but also listen to input, ideas and suggestions from their subordinates. This approach can create a sense of responsibility and involvement among employees, which in turn can increase their motivation and commitment to their work and the decisions they make.

Example of a participative leadership style Decision-Making Meeting: A manager at a technology company holds a meeting with his team to discuss changes in a product under development. Instead of making decisions themselves, managers ask for ideas and input from all team members, including designers, programmers, and marketing. All team members are given the opportunity to provide their views, and the final decision is taken based on group discussion.

Employee Suggestion Program: In a manufacturing company, managers encourage employees to submit suggestions that can improve production efficiency or quality. The most effective suggestions will be accepted and implemented, with the manager recognizing the employee's contribution. This provides a sense of appreciation and makes employees feel that their input is valued in the decision-making process. By involving employees in decision making, leaders not only create a sense of shared responsibility, but also strengthen work relationships that are more collaborative and participative.

A leadership style in which the leader gives employees or team members more freedom to make decisions within predetermined limits. Leaders who use this style believe in their team's abilities and give them greater responsibility. In other words, leaders give more trust to employees to manage tasks or projects without direct intervention.

The delegative style can increase employees' sense of responsibility and self-development because they are given the freedom to make decisions and manage their own work. This can help increase motivation and independence. However, this style also requires leaders who have high self-confidence and the ability to choose the right people to carry out the task, because if the decisions taken are not appropriate, it could be risky for the team or company.

Example of delegative style: For example, a project manager leading a software development team. Instead of being involved in every small decision about a product feature or development path, managers give developers the freedom to make their own technical decisions, such as choosing which technology to use or determining a development approach. Managers only provide general constraints and project goals, such as deadlines and budget. The leader in this case believes that the development team has the skills and knowledge necessary to make good decisions.

This way, developers feel more responsible for the results of their work and can further develop in their abilities. However, managers also need to ensure that the team consists of competent individuals who can make the right decisions and take responsibility for the results.

Effective leadership can increase employee self-confidence and job satisfaction, which ultimately leads to increased performance (Bass, 1990). Good leadership not only motivates employees but also helps them to feel valued and recognized in their work. This contributes to increased productivity, loyalty and overall job satisfaction. Research by Yukl (2006) also shows that a good leadership style can create a positive relationship between leaders and employees. Supportive leadership styles, such as transformational leadership, can increase employee commitment and performance. Transformational leaders not only motivate employees to achieve higher goals but also inspire them to develop and reach their maximum potential.

In the context of the Bhagasasi Regional Public Company, a transformational leadership style can be very effective in motivating employees. Leaders who adopt this style can encourage employees to perform better by providing a clear vision, supporting their personal development, and providing constructive feedback. This leadership style can also build closer relationships between leaders and employees, which is important for creating a healthy and productive work culture. Thus, the application of an appropriate leadership style, such as a transformational style, can play an important role in improving employee performance and job satisfaction at the Bhagasasi Regional Public Company, which in turn will contribute to achieving organizational goals more effectively.

Motivation is an internal drive that encourages individuals to take action. According to Maslow (1943), human needs can be categorized in a hierarchy from basic needs to self-actualization needs. In the employee context, motivation can come from intrinsic factors, such as job satisfaction, and extrinsic factors, such as incentives and rewards. Herzberg (1959) suggested that motivational factors that influence employee performance include recognition, opportunities for development, and good working conditions. Increasing motivation can improve employee performance in organizations, including in the public sector. Research conducted by Locke and Latham (2002) shows that clear goals and recognized achievements can significantly increase employee motivation and performance.

An employee at an educational institution feels satisfied with his job because he can contribute directly to student development. Providing opportunities to teach more challenging classes and receive positive feedback from students and colleagues increases the sense of accomplishment. This encourages employees to continue trying to give their best.

In a private company, managers provide awards in the form of annual bonuses and public recognition to employees who successfully achieve sales targets. This award not only increases the motivation of employees who receive it, but also inspires other colleagues to try harder and achieve better results.

Recognition and Opportunities for Growth (Herzberg, 1959): An employee working at a non-profit organization feels motivated after receiving recognition for his contribution to a

successful fundraising project. In addition, these employees are given the opportunity to take part in training and courses to develop managerial skills. This recognition and opportunity for growth increases his or her commitment to the job and the organization.

Clear Goals and Recognized Achievements (Locke & Latham, 2002): In a government agency, leaders provide clear goals regarding public service improvement projects that must be achieved within a certain time. Every achievement, no matter how small, is appreciated and announced in regular meetings. This creates an atmosphere that motivates employees to work hard and achieve greater goals. With high motivation, both intrinsic and extrinsic factors, employees tend to be more productive and can make a greater contribution to the success of the organization.

Employee performance refers to the extent to which an employee can fulfill the expectations and tasks set by the organization where they work. This performance is influenced by several main factors: Ability is a factor related to the skills and knowledge possessed by employees to complete the assigned tasks. Employees who have good competencies tend to be more effective at work. Effort This factor is related to the level of motivation and dedication that employees have. High effort shows that employees have enthusiasm and determination to provide the best results in their work. Opportunities: Organizations that provide employees with sufficient opportunities, such as training, access to needed resources, and opportunities for development, enable employees to work more productively and efficiently.

According to Robbins (2001), employee performance is also influenced by work environment and leadership factors. A supportive work environment, with good communication and a positive atmosphere, will increase employee motivation. Apart from that, effective leadership is also important to direct and motivate employees to achieve organizational goals. In other words, employee performance depends not only on individual abilities, but also on how the organization supports and provides opportunities for employees to develop. A successful organization must create conditions that facilitate high performance through inspirational leaders and supportive policies.

METHOD

This research uses quantitative methods with a survey approach. The population in this study were all employees who worked at the Bhagasasi Bekasi Regional Public Company, with samples taken by purposive sampling. Questionnaires are used as instruments to collect data regarding leadership style, motivation and employee performance. The data obtained were analyzed using multiple linear regression to test the influence of the independent variables (leadership style and motivation) on the dependent variable (employee performance).

RESULTS AND DISCUSSION

The research results show that both leadership style and motivation have a positive and significant impact on employee performance. Specifically:

Leadership Style:

The transformational leadership style has a greater influence on employee performance compared to the transactional leadership style. Transformational leadership focuses on inspiring and motivating employees through a clear vision, change, and innovation, which tends to encourage employees to perform better and be more committed. In contrast, a transactional leadership style, which relies more on rewards and punishments to motivate employees, has less influence in improving performance.

Motivation:

Intrinsic motivation, which comes from internal drives such as a sense of satisfaction or personal accomplishment, has been shown to have a greater influence on employee performance compared to extrinsic motivation, which relies more on external rewards such as

money or physical rewards. Intrinsically motivated employees tend to be more committed and perform better because they feel more connected to their work on a personal level. Overall, this research confirms that the combination of transformational leadership style and intrinsic motivation has the greatest influence in improving employee performance.

Discussion

The discussion about leadership styles that support employees and reward them for their achievements leads to the concept of leadership based on rewards and recognition. This leadership style creates a positive environment in the workplace, where employees feel valued and motivated to continue giving their best.

When a leader provides opportunities for employees to develop, whether through training, learning, or challenging projects, employees will feel valued and have the opportunity to demonstrate their abilities. This increases their sense of satisfaction and commitment to their work, which ultimately contributes to improved performance.

Rewards for achievements also play an important role in increasing motivation. When employees receive rewards or incentives for their hard work, whether in the form of bonuses, public recognition, or better career opportunities, they feel valued and recognized for their contributions. This not only increases job satisfaction but also encourages employees to try harder, leading to improved overall performance.

Overall, a leadership style that prioritizes self-development, appreciation, and recognition of employee contributions creates a mutually supportive relationship between leaders and employees, which in turn increases motivation and performance in the workplace.

CONCLUSION

This research shows that Conclusion: This research shows that an effective leadership style and high motivation have a positive influence on increasing employee performance at the Bhagasasi Bekasi Regional Public Company. These two factors play an important role in creating a productive work environment and motivating employees to provide their best performance. Suggestion: Companies are advised to pay more attention to and develop the leadership style applied by managers. A communicative, supportive and empowering leadership style can have a positive impact on employee performance. Apart from that, companies need to provide motivation that suits employee needs and aspirations, either through incentives, recognition, or opportunities for career development. Further research could identify other factors that also influence employee performance, such as organizational culture, training, and policies implemented in the public sector.

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