

The Influence of Leadership on Employee Work Productivity at PT Pelni (Persero) Tanjungpinang Branch

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Abstract

The purpose of this study was to determine the effect of leadership on employee productivity at PT. Pelni (Persero) Tanjungpinang branch. This study used a sample of 30 respondents using the saturated sample technique. Method, the type of research in this research is quantitative research. The object of this research is an employee of PT. Pelni (Persero) Tanjungpinang branch. Data was collected in two ways, namely library research and field research. Where respondents filled out a questionnaire as many as 15 items related to the variable being measured. The results of this study indicate that leadership has a significant positive effect on employee productivity at PT. Pelni (Persero) Tanjungpinang Branch with the results of $t \text{ count} > t \text{ table}$ ($2.864 > 2.045$) and significant value ($0.008 < 0.05$). It can be concluded that PT. Pelni (Persero) Tanjungpinang branch, should be able to motivate its employees to work better and be enthusiastic at work.

Keywords: Leadership, Work Productivity

1. INTRODUCTION

PT. Pelni as part of the organization of state-owned enterprises that serve the community in the field of transportation, in managing sea transportation must be able to make a real contribution to improving community welfare, creating new sources for the prosperity of the people, and being able to carry out every task and function in the field of sea transportation. Based on attendance data from PT. Pelni (Persero) Tanjungpinang branch found that there was an increase in employee leave that exceeded six days in one year, namely as many as 4 people with a percentage of 12.9% in 2020, increased to 0 people with a percentage of 19.4% in 2021 and there were still employee delays in the last 3 months of 2021 with the following data.

Table 1.1 Employee Late Data PT. Pelni (Persero) Tanjungpinang Branch

No	Month	Number of Late Employees
1	October	8 employees
2	November	6 employees
3	Desember	9 employees

Source: PT. Pelni (Persero) Tanjungpinang Branch, 2022

With the increase in employee leave attendance and the large number of employees who experience delays is a problem that cannot be left alone so that these problems can result in a decrease in employee productivity which ultimately has an impact on not achieving organizational goals. PT. Pelni Tanjungpinang branch also still has serious problems where the leadership still lacks communication with its members so that it can have an impact on the performance of its members and there is still a lack of equity from superiors so that it has an impact on jealousy towards one another. To produce productive performance from each employee, a leader needs to provide motivation that can lead to the creation of a strong work culture, meaning that each employee must be able to independently, creatively and dynamically complete the tasks given by the leader can be completed on time. Based on this description, it is known that there are differences between theories about work productivity and facts in the field. This made the researcher interested in testing further, so it took the title "The Influence of Leadership on Employee Work Productivity at Pt. Pelni (Persero) Tanjungpinang Branch".

2. RESEARCH METHODS

The method used in this study is quantitative method. This study used a population of 30 people and a sample of 30 respondents using saturated sampling techniques. Data collection is carried out by distributing questionnaires. The data analysis technique used is a simple linear regression analysis using the T test, F test and

determination coefficient test. Data analysis with simple linear regression with the help of SPSS software version 28.

3. RESULT AND DISCUSSION

Based on the results of the research obtained, it is known that the Leadership variable has a positive and significant effect on work productivity, this can be seen from Table 4.9, the value of t , calculate $> t$ table ($2.864 > 2.045$) and significant value ($0.008 < 0.05$). so it is concluded that H1 which states Leadership has a significant positive effect on employee productivity at PT. Pelni (Persero) Tanjungpinang Branch. This means that the higher the Leadership variable, the higher the level of work productivity felt by employees at PT. Pelni Tanjungpinang Branch. Then the amount of contribution of the Leadership variable (X) to the work productivity variable (Y) can be seen from the calculation of the R squared value in the coefficient of determination test (R²) and the results of the calculation value obtained are 60.4% while the remaining 39.6% is influenced by other variables that were not studied in this study.

According to Kartono (2016) Leadership is a determining factor in the success or failure of an organization and business both in the business, social, political, state government, and others. The quality of the leader determines the success of the institution or organization. According to Sutrisno (2016), productivity basically includes a mental attitude that always has the view that today's life must be better than yesterday and tomorrow must be better than today. This attitude encourages a person not to be satisfied quickly, but must develop themselves and improve work ability by always looking for improvements and improvements.

Some of the results of previous research that already exist and have been carried out by Leadership research on work productivity. First, Subardjono (2017) with the title The influence of leadership on employee work productivity at the national education office (disdiknas) and culture of East OKU Regency with the results of Leadership affecting employee work productivity. Second, Figure Aulia (2017) with the title The Influence of Leadership on Employee Work Productivity in the welfare office in the city of Samarinda with the success of Leadership affects employee Work Productivity.

4. CONCLUSION

Based on the analysis and discussion that has been done, it can be concluded that this research is the influence or not, can be seen by comparing significantly with the level of sig. In this study, a significance of 0.001 was obtained, then, significance $<$ probability ($0.008 < 0.05$) was concluded H1 was accepted, which means that there is an influence of the Leadership variable (X) on the Work Productivity variable (Y) and to be able to find out whether there is an influence or not, it can be seen in the calculation results of t calculate $> t$ table ($2.864 > 2.045$) then the hypothesis is accepted which means that there is an influence between the Leadership variable (X) on the Work Productivity variable (Y) and for can find out the magnitude of the influence of the Leadership variable (X) on the variable Work productivity (Y) can be seen from the calculation of the squared R value on the coefficient of determination test (R²) and the results of the calculation value obtained are 60.4% while the remaining 39.6% is influenced by other variables that were not studied in this study.

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