

ANALYSIS OF MOTIVATION, LEADERSHIP AND TRAINING ON THE PERFORMANCE OF LECTURERS AND STAFF STIE TRISNA NEGARA BELITANG

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Abstract : This study aims to determine and explain the effect of both simultaneously and partially on motivation, leadership and job training on the performance of STIE Trisna Negara staff and lecturers. This study used a quantitative descriptive research design. The population is 74 lecturers and staff, STIE Trisna Negara. The total sample is 44 respondents. The sampling technique used a purposive sampling method. The questionnaire was used to collect data. The data analysis technique used is statistical analysis. The results showed that the F test of motivation, leadership and job training simultaneously and significantly affected the performance of lecturers and employees of STIE Trisna Negara. The results of the t test indicate that motivation has a positive and significant effect on the performance of lecturers and employees of STIE Trisna Negara. Leadership has a positive and significant effect on the performance of lecturers and staff of STIE Trisna Negara. Training has a positive and significant effect on the performance of lecturers and staff of STIE Trisna Negara. The results of the coefficient of determination show that motivation, leadership and training have an effect of 59.1% on the performance variables of STIE Trisna Negara lecturers and staff. The most dominant influence on the performance of lecturers and staff of STIE Trisna Negara is the leadership variable because it has the highest t-count value, namely 3.305.

Keywords: *Performance, Motivation, Leadership, Training*

1. INTRODUCTION

In the era of globalization, to be able to compete with other companies, a company must have the right strategy to win the competition. One of them is by increasing employee performance. Improving performance cannot be separated from the elements of employees, because employees of a company are assets owned by the company.

Motivation becomes an impetus inside and outside the employee to get something that is desired or expected. There is no doubt that the role of motivation can specifically shape employee behavior that will affect performance in the company. Basically, humans are easily motivated by providing something they need and want. Understanding work motivation, company leaders can develop and improve employee performance. The management of the company depends on leadership qualities. Given the importance of the role of leadership, it is the responsibility of the leader to observe, understand, supervise and direct the behavior of employees driven by the desire to achieve goals. The company can run well if there is a quality leader who plays an important role in advancing the company. One solution that is expected to be able to improve employee performance is the holding of training. Training is closely

related to the ability and skills to perform tasks and jobs. This shows the mastery of assigned tasks and the effort to prepare employees for tough tasks.

The description above shows that motivation, leadership and good job training are important factors for employees in improving performance. Likewise, what happened to STIE Trisna Negara, which had its address at Tourist, Dagen, Jaten, Karanganyar Regency. Lack of motivation that employees have in doing company tasks, overlapping leadership and employees who do not understand the training provided. From the description above, the writer thinks it is feasible to conduct research with the title: Analysis of Motivation, Leadership and Work Training on Employee Performance of STIE Trisna Negara.

2. RESEARCH METHODOLOGY

This research uses a quantitative descriptive approach. The place of research at STIE Trisna Negara which is located at Jl. MP Raja Belitang, East OKU. The population is 74 lecturers of STIE Trisna Negara staff. The sample of this research is 44 people. The sampling technique used a purposive sampling method. The questionnaire was used to collect data. Multiple linear regression as a method for analyzing data.

3. RESULTS OF DISCUSSION

Classic assumption test

Normality test results

Testing the normality using the Kolmogorov-Smirnov analysis tool, the results are:

Table 1. Result of Normality Test

<i>One-Sample Kolmogorov-Smirnov Test</i>		
		<i>Unstandardized Residual</i>
<i>N</i>		75
<i>Normal Parameters^{a,b}</i>	<i>Mean</i>	.0000000
	<i>Std. Deviation</i>	1.50709532
<i>Most Extreme Differences</i>	<i>Absolute</i>	.090
	<i>Positive</i>	.068
	<i>Negative</i>	-.090
<i>Kolmogorov-Smirnov Z</i>		.780
<i>Asymp. Sig. (2-tailed)</i>		.577

The Kolmogorov Smirnov test results show the Asymp value. Sig. (0.577) > 0.05. This means that the regression equation has normal data distribution.

Multicollinearity test results

The results obtained are:

Table 2. Result of Multicollinearity

<i>Model</i>	<i>Coefficients^a</i>	
	<i>Collinearity Statistics</i>	
	<i>Tolerance</i>	<i>VIF</i>
1 <i>(Constant)</i>		
Motivasi	.723	1.384
Kepemimpinan	.407	2.456
Pelatihan Kerja	.431	2.318

Based on the table above, it shows the results of multicollinearity testing, the VIF value of motivation (1.384), leadership (2.456) and job training (2.318) which has a VIF value <10. So there is no multicollinearity.

Heteroscedasticity test results

The results obtained in the heteroscedasticity test are:

Table 3. Result of Heterokedasticity

<i>Model</i>	<i>Coefficients^a</i>
	<i>Sig.</i>
1 <i>(Constant)</i>	.254
Motivasi	.287
Kepemimpinan	.516
Pelatihan Kerja	.138

Based on the table above, the SPSS output results show that the sig. motivation $0.287 > 0.05$, sig. leadership. $0.516 > 0.05$ and the sig. job training $0.138 > 0.05$. This regression model does not occur heteroscedasticity.

Results Of Data Analysis

Multiple linear regression

The values of a and b1, b2, b3 in the multiple linear regression test are:

Table 4. Multiple Linear Regression Analyze

<i>Coefficients^a</i>			
<i>Model</i>		<i>Unstandardized Coefficients</i>	
		<i>B</i>	<i>Std. Error</i>
1	<i>(Constant)</i>	2.992	2.009
	Motivasi	.265	.092
	Kepemimpinan	.305	.092
	Pelatihan Kerja	.281	.116

Based on the table above, the equation is:

$$Y = 2.992 + 0.265XM + 0.305XK + 0.281XP + e$$

F test

The calculation of the Fcount is:

Table 5. Result of F Test

<i>ANOVA^b</i>					
<i>Model</i>	<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Regression	260.588	3	86.863	36.693	.000 ^a
1 Residual	168.079	71	2.367		
Total	428.667	74			

The test results simultaneously with the SPSS program, it is known that the value of Fcount > Ftable (36.693) > (2.73), a significant value of 0.000 < 0.05, so Ho is rejected, motivation, leadership and job training significantly and simultaneously affect the performance of STIE Trisna employees. Country.

T test

The t-test calculation is:

Table 6. Result of t test

<i>Coefficients^a</i>		
Model	t	Sig.
1 (Constant)	1.489	.141
Motivasi	2.873	.005
Kepemimpinan	3.305	.001
Pelatihan Kerja	2.427	.018

In the variable of motivation results, the value of tcount (2.873) > ttable (1.994) with a significance of 0.005 < 0.05, it means that motivation significantly affects the performance of STIE Trisna Negara employees.

In the leadership variable, the result is tcount (3.305) > ttable (1.994) with a significance of 0.001 < 0.05, which means that leadership significantly affects the performance of STIE Trisna Negara employees.

In the variable of job training, the results of the value of tcount (2.427) > t table (1.994) with a significance of 0.018 < 0.05, which means that job training significantly affects the performance of STIE Trisna Negara employees.

The coefficient of determination

The calculation of the coefficient of determination is:

Table 7. Result of Coefitien Determination

<i>Model Summary</i>		
<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>
.780 ^a	.608	.591

The value of Adjusted R² is 0.591. This means that 51.1% of the performance of contract employees is influenced by motivation, leadership and job training. Meanwhile, 40.9% (100% - 59.1%) are other variables outside the research variables, such as work environment, discipline and others.

Discussion

Based on the results of the F test, it shows that motivation, leadership and job training significantly and simultaneously affect the performance of STIE Trisna Negara employees. This is based on the research results which can be seen from the Fcount of 36.693 and the significance <0.05 , namely 0.000. These results prove that the higher the motivation, leadership and job training, the employee performance of STIE Trisna Negara will increase significantly.

Based on the t test analysis, it is found that motivation has a significant effect on the employee performance of STIE Trisna Negara. This is based on the results of the tcount, which is 2.873, the regression coefficient is 0.265 and the significance is <0.05 , namely 0.005. This means that if the existing motivation pattern is getting higher, the employee performance of STIE Trisna Negara will increase. Work motivation that grows in the organization will shape employee commitment in improving their performance. These results support Hidayat's (2015) research that motivation significantly affects employee performance.

Based on the t test analysis, it was found that leadership had a significant effect on the employee performance of STIE Trisna Negara. This is based on the results of tcount, which is 3.305, the regression coefficient is 0.305 and the significance is <0.05 , which is 0.001. This means that if the existing leadership patterns are getting higher, the employee performance of STIE Trisna Negara will increase. Leaders who are able to apply a leadership style in accordance with the existing situation in the company will generate high morale. These results support Madi and Djuhari's (2017) research that leadership significantly affects employee performance.

Based on the t test analysis, it was found that job training had a significant effect on the performance of the employees of STIE Trisna Negara. This is based on the results of the tcount, which is 2.427, the regression coefficient is 0.281 and the significance is <0.05 , namely 0.018. This means that if the existing job training patterns are getting higher, the employee performance of STIE Trisna Negara will increase. The existence of job training can improve employee performance and employees can face the times. These results support the research of Pratama and Wismar'ein (2018) that job training significantly affects employee performance.

4. CONCLUSION

Motivation, leadership and job training simultaneously affect the performance of STIE Trisna Negara employees. Motivation significantly affects the performance of employees of STIE Trisna Negara. Leadership significantly affects the performance of STIE Trisna Negara employees. Job training significantly affects the performance of STIE Trisna Negara employees.

Suggestion

The author provides suggestions, including: STIE Trisna Negara should increase employee motivation, by creating a comfortable atmosphere at work and rewarding employees who excel. STIE Trisna Negara should provide job training in accordance with the needs of employees.

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