

**PENGARUH GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN
CV. BERTA LESTARI ANGGANA**

NASKAH PUBLIKASI

Untuk Memenuhi Salah Satu
Persyaratan Mencapai Derajat Sarjana
Ekonomi



Oleh:

Isnor Rafi Wisnu Nugraha

1811102431112

**PROGRAM STUDI MANAJEMEN
FAKULTAS EKONOMI BISNIS DAN POLITIK
UNIVERSITAS MUHAMMADIYAH KALIMANTAN TUMUR
JUNI 2022**

**Pengaruh Gaya Kepemimpinan Terhadap Kinerja Karyawan Pada
Cv. Berta Lestari Anggana**

Untuk Memenuhi Salah Satu
Persyaratan Mencapai Derajat Sarjana
Ekonomi



Oleh:

Isnor Rafi Wisnu Nugraha

1811102431112

**PROGRAM STUDI MANAJEMEN
FAKULTAS EKONOMI BISNIS DAN POLITIK
UNIVERSITAS MUHAMMADIYAH KALIMANTAN TUMUR
JUNI 2022**

LEMBAR PERSETUJUAN

USULAN PENELITIAN

**PENGARUH GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN
CV. BERTA LESTARI ANGGANA**

Oleh:

Isnor Rafi Wisnu Nugraha
1811102431112

Samarinda, 28 Maret 2022

Telah disetujui oleh: Pembimbing:



Dr. Fenty Fauziah, M.Si., Ak., CA
NIDN.0105017507

LEMBAR PENGESAHAN

USULAN PENELITIAN

PENGARUH GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN
CV. BERTA LESTARI ANGGANA

Yang disiapkan dan disusun oleh:

Nama : Isnor Rafi Wisnu Nugraha
NIM : 1811102431112
Program Studi : Manajemen

Telah dipertahankan di depan penguji pada Senin, 11 April 2022 dan dinyatakan telah memenuhi syarat untuk diterima sebagai kelengkapan guna mencapai derajat Sarjana Ekonomi pada Universitas Muhammadiyah Kalimantan Timur.

Susunan Penguji:

Penguji I : Rahman Anshari, S.E., MA (.....)
NIDN: 1111089401

Penguji II : Dr. Fenty Fauziah, M.Si., Ak., CA (.....)
NIDN: 0105017507

Mengetahui,



Dekan

Ketua

Fakultas Ekonomi Bisnis dan Politik

Program Studi Manajemen


Drs. M. Farid Wajdi, M.M., Ph. D.
NIDN. 0605056501



Ihwan Susila, SE., M.Si., Ph.D
NIDN. 0620107201

PERNYATAAN ORISINALITAS

Yang bertanda tangan di bawah ini, saya:

Nama : Isnor Rafi Wisnu Nugraha

NIM : 1811102431112

Program Studi : SI SManajemen

Surel : isnorrafi17@gmail.com

Dengan ini menyatakan bahwa:

1. Skripsi ini adalah asli dan benar-benar hasil karya sendiri, baik sebagian maupun keseluruhan, bukan hasil karya orang lain dengan mengatasnamakan saya, serta bukan merupakan hasil penjiplakan (*plagiarism*) dan hasil karya orang lain;
2. Karya dan pendapat orang lain yang dijadikan sebagai bahan rujukan (referensi) dalam skripsi ini, serta tertulis dan secara jelas dicantumkan sebagai bahan sumber acuan dengan menyebutkan nama pengarang dan dicantumkan di daftar pustaka sesuai dengan ketentuan penulisan ilmiah yang berlaku;
3. Pernyataan ini saya buat dengan sebenar-benarnya, dan apabila di kemudian hari terdapat penyimpangan dan atau ketidakbenaran dalam pernyataan ini, maka saya bersedia menerima sanksi akademis, dan sanksi-sanksi lainnya yang sesuai dengan peraturan perundang-undangan yang berlaku.

Samarinda, 29 Juni 2022

Yang Membuat Pernyataan,



Isnor Rafi Wisnu Nugraha

THE EFFECT OF LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF CV. BERTA LESTARI ANGGANA

Isnor Rafi Wisnu Nugraha¹, Dr. Fenty Fauziah, M.Si., Ak., CA², Rahman Anshari, S.E., MA³

^{1,2}Fakultas Ekonomi dan Politik, Universitas Muhammadiyah Kalimantan Timur, Indonesia

Email:¹isnorrafi17@gmail.com

Article Info

Article history:

Keywords:

Leadership Style
Employee Performance

ABSTRACT

This This investigate was conducted to decide the affect of the organization show on worker execution at Cv. Berta Lestari Anggana. He investigates quantitative business methodologies. The test strategy utilized is the surge testing strategy (census). The address and reply segment included 40 agents whose data was collected through a overview. The data collected will at that point be confirmed and analyzed utilizing SPSS 23 computer program. This investigate appears that authority fashion features a positive and noteworthy impact on the work execution of specialists Cv. Berta Lestari Anggana representative.

Corresponding Author:

Isnor Rafi Wisnu Nugraha
Fakultas Ekonomi dan Politik,
Universitas Muhammadiyah Kalimantan Timur,
Email: isnorrafi17@gmail.com

1. INTRODUCTION

Every organization will process various resources to achieve its organizational goals. The most important resource to pay attention to is human resources which refers to people in the organization in this case employees because employees are the planners and executors of strategies in achieving company goals.

Employees are an element that is always there in every organization. Without employees who have good work results, it will be difficult for the organization to achieve its goals. When an employee works in an organization, the results of the work completed will affect the success of achieving organizational goals. Therefore, the views and feelings of an employee towards his work must be maintained on the positive side of his work or in other words the employee must have and maintain job satisfaction so that his productivity can be continuously increased.

Increasing employee work efficiency in a business is very important because it will have a positive impact on the business and is expected to increase the effectiveness and efficiency of the business. One solution is to create an effective leadership style. This interdependent relationship is interesting to study and deepen. Effective leadership style is expected to be associated with employee performance.

Leadership Leadership style is the behavior a leader uses to influence others to achieve certain goals. If a manager's leadership behavior is good and satisfies employees, it will have a positive impact and influence on employee performance. However, if a manager's leadership behavior does not match employees' expectations, it will have a negative impact on their performance. (Winarso, 2019). Previous searches on Octaviana, 2022. Anisa & Auria, 2021. Hendri & Kirana's 2021 research results show that leadership style has a positive and significant influence on employee performance. Muriadi, 2020. Saputri & Handayani, 2018 shows that leadership style has a negative impact on employee performance and only a weak impact.

2. RESEARCH METHOD

This research uses quantitative methods. Researchers collect data by distributing questions/tests in the form of numbers, which are then analyzed to make a decision to accept or reject, which becomes evidence of the theory being tested. The technique used to determine the sample is a non-probability sampling technique using a saturated sampling method (census), so the sample used in this research only includes employee CV. Berta Lestari Anggana numbered 40 people..

3. RESULTS AND ANALYSIS

This study explores the influence of leadership style on employee performance at CV.Berta is very tough. Data collection was carried out by distributing questionnaires using Google forms. The results of distributing the questionnaire to 40 respondents can then be described by age, gender, highest level of education, seniority and marital status. The descriptive results of the research topic are described as follows:

3.1. Respondent Characteristics

An overview of respondent characteristics can be obtained based on the questionnaire distribution results. This study describes the status of employees at CV. Berta Lestari Anggana. The results of distributing the questionnaire to 40 respondents can then be described by age, gender, highest level of education, seniority and marital status. The search object description results can be described as follows

3.1.1. Characteristics of Respondents Based on Age

Table 5.1
Characteristics of Respondents Based on Age

No.	Age	Amount	Percentage
1.	20-30	31	77,5 %
2.	31-40	8	20 %
3.	41-50	1	2,5 %
	Total	40	100 %

Based on Table 5.1 above, it shows that there were 31 respondents aged 20-30 with a presentation of 77.5%, respondents aged 31-40 were 8 people with a presentation of 20%, and respondents aged 41-50 were 1 person with a presentation of 2,5 %. Based on this result, it can be proven that so far the company has employed many employees aged 20-30 years.'

3.1.2. Characteristics of Respondents Based on Gender

Table 5.2
Characteristics of Respondents Based on Gender

No.	Gender	Amount	Percentage
1.	Male	35	87,5 %
2.	Female	5	12,5 %
	Total	40	100%

Based on Table 5.2 above, it shows that there are 35 male respondents with a percentage of 87.5%, while 5 female respondents with a percentage of 12.5%. Based on these results it can be proven that the majority of employees are male.

3.1.3. Characteristics of Respondents Based on Education

Table 5.3
Characteristics of Respondents Based on Education

No.	Education	Amount	Percentage
1.	Junior High School	1	2,5%
2.	Senior High/Vocational School	26	65%
3.	Bachelor/Master/Doctoral	13	32,5%
	Total	40	100%

Based on Table 5.3 above, it shows that 1 respondent has a junior high school education with a percentage of 2.5%, 26 respondents with a senior high school education have a percentage of 65%, and 13 respondents with a bachelor/master/doctoral education have a percentage of 32.5%. Based on this results it can be proven that most of the employees have high school/vocational school education.

3.1.4. Characteristics of Respondents Based on Marital Status

Table 5.4
Characteristics of Respondents Based on Marital Status

No.	Status	Amount	Percentage
1	Married	25	63%
2	Not married yet	15	37%
	Total	40	100%

Based on Table 5.4 above, it shows that there are 25 respondents who are married with a percentage of 63%, while the respondents who are single are 15 people with a percentage of 37%.

3.1.5. Characteristics of Respondents Based on Years of Service

Table 5.5
Characteristics of Respondents Based on Years of Service

No.	Status	Amount	Percentage
1	Over 12 months	31	78%
2	0 – 12 months	9	22%
	Total	40	100%

Based on table 5.5 above, it shows that the respondents who worked for more than 12 months were 31 people with a percentage of 78%, while the respondents who worked for 0-12 months were 9 people with a percentage of 22%.

3.2. Simple Linear Regression Analysis

Table 4.12
Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	14,973	3,403		4,399	.000
	Leadership style	.460	.133	.489	3,453	.001

Based on the table of simple linear regression test results above, you can see the results of the regression equation which is formed as follows:

$$Y = 14.973 + 0,460X$$

Y = Employee's Performance

X = Non-financial Motivation

e = Error Factor

Based on the simple linear regression equation above, it can be concluded as follows:

- A constant value of 14,973 states that if there is not 1 independent variable, then the employee's performance is 3,385
- $\beta = 0.460$ means that employee performance and leadership style have a positive relationship or directional, and if it is increased by 1 unit in leadership style it will increase employee performance by 0.460.
- To determine the effect of the independent variable partially on the dependent variable using the t test. With a significant level of 5% or 0.05. Decision making for the partial t test as follows:

Based on table 5.6 above, the significance value is $0.001 < 0.05$ and $3.453 > t$ table 1.686, it can be concluded that leadership style has a significant effect on employee performance.

4. CONCLUSION

Primary data was collected by distributing questionnaires to CV staff. Berta Lestari Anggana with 40 respondents. Therefore, validity testing was performed to determine whether the questionnaire was valid and reliability testing to determine the consistency of respondents' responses.

The Results of testing the validity of the leadership style test, all questions are valid. A reliability test was then performed and the results showed that all the questions were reliable. Based on the research discussed, it can be concluded that leadership style has a significant influence on employee performance at CV Berta Lestari Anggana.

REFERENCES

- Adya Hermawati (2012) Pengaruh Motivasi Kerja dan Kemampuan terhadap Prestasi Kerja pegawai Dinas Pendidikan Pemerintah Kota Batu. Universitas Widyagama Malang.
- Areros, K. L. and Pangemanan, S. S. (2018) 'The Effect Of Training And Development, Motivation, And Leadership Style On Employee Performance At Pt. Hasjrat Abadi Tendea', 6, pp. 798–807. doi: <https://doi.org/10.35794/emba.v6i2.19693>.
- Hidayat, A. and Kohar, N. (2018) 'Analisa Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai Pada Suku Dinas Kebersihan Kota Administrasi Jakarta Timur', *Managerial- Jurnal Penelitian Ilmu Manajemn*, 1, p. 143.
- Hendri, M. and Kirana, K. C. (2021) 'Pengaruh Gaya Kepemimpinan, Locus Of Control, Komitmen Organisasi Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Roy Sentoso Collection', *Jurnal Inovasi Penelitian*, 2(1), pp. 119–127.
- Mendoza, M. D. and Dkk (2018) 'Influence of Compensation, Job Characteristics and Leadership Style Through Motivation to Employee Performance', p. 587. doi: 10.18502/kss.v3i10.3406.
- Oktaviana, R. B. (2022) 'Pengaruh Gaya Kepemimpinan, Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Di Pt. Matahari Jaya Internasional', 6, pp. 263–275. doi: <https://doi.org/10.21776/ub.jepa.2022.006.01.26>.

- [7] Rana, R., Ka'ol, G. and Kirubi, M. (2019) 'Effect of Participative Leadership Style on Employee Performance of Coffee Trading Companies in Kenya', *Journal of Human Resource and Leadership*, 4(2), pp. 29–57. Available at: <https://www.iprjb.org/journals/index.php/jhrl/article/view/920>.
- [8] Saputri, R. and Handayani, R. (2018) 'Pengaruh Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Departemen Production Di Pt Cladtek Bi-Metal Manufacturing Batam', *Journal of Applied Business Administration*, 2, pp. 307–316.
- [9] Sri Handayani (2018) 'Pengaruh Gaya Kepemimpinan Terhadap Kinerja Karyawan Pada Pt. Bank Rakyat Indonesia (Persero) Tbk. Cabang Biak', *Gema Kampus IISIP YAPIS Biak*, 13(1), pp. 1–7. doi: 10.52049/gemakampus.v13i1.57.
- [10] Turay, A. K., Salamah, S. and Riani, A. L. (2019) 'The Effect of Leadership Style, Self-Efficacy and Employee Training on Employee Performance at the Sierra Leone Airport Authority', *International Journal of Multicultural and Multireligious Understanding*, 6(2), p. 760. doi: 10.18415/ijmmu.v6i2.766.
- [11] Zainal, V. R., Hadad, D. and H.Mansyur Ramly (2014) *Kepemimpinan dan Perilaku Organisasi*. 26th edn. Edited by R. Pers. Kota Pekanbaru.

SK Isnor 2 THE EFFECT OF LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF CV. BERTA LESTARI ANGGANA

by Universitas Muhammadiyah Kalimantan Timur

Submission date: 31-Oct-2023 02:02PM (UTC+0800)

Submission ID: 2197011302

File name: JURNAL_ISNOR_RAFI_2.docx (281.59K)

Word count: 1376

Character count: 7976

SK Isnor 2 THE EFFECT OF LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF CV. BERTA LESTARI ANGGANA

ORIGINALITY REPORT



PRIMARY SOURCES

1	journal.lembagakita.org Internet Source	13%
2	journal.formosapublisher.org Internet Source	1%
3	www.edunesia.org Internet Source	1%
4	www.neliti.com Internet Source	1%
5	journal2.uad.ac.id Internet Source	1%
6	Teti Mimortinnilawati, Yohanes Susanto, Dheo Rimbano. "The Correlation between Discipline, Motivation and Compensation on the Performance of the Land Office of Musi Rawas District", Proceedings International Conference on Business, Economics & Management, 2023 Publication	1%

dinastipub.org