

## **INFLUENCE OF LEADERSHIP STYLE, JOB TRAINING AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE PT XXX**

Salma Nabila

Asian Banking Finance And Informatics Institute

\*Correspondence : [salmanabilaaaa@gmail.com](mailto:salmanabilaaaa@gmail.com)

**Abstract** – *This study aims to determine the influence of leadership style, job training, and work motivation on employee performance. This study uses quantitative methods with a survey approach. The Data was collected through questionnaires distributed to employees in a company in Indonesia. An effective leadership style can improve employee performance through an increased sense of responsibility and commitment to the organization. Proper job training improves the skills and knowledge of employees, which contributes to increased productivity and quality of work. High work motivation encourages employees to achieve organizational targets and goals. This finding is expected to be a reference for management in designing strategies to improve employee performance in the future..*

*Keywords: leadership style, job training, work motivation, employee performance*

### **I. INTRODUCTION**

The rapid development in the business world has encouraged companies to focus more on improving the quality of their human resources. In the face of continuous change, the company realizes that quality human resources are a very valuable asset. This quality improvement is influenced by various factors, including leadership style, training, improvement, evaluation, and adaptability to the company. Effective leadership style, strong motivation, and proper training are three key elements that are interrelated in improving employee performance.

Focusing on improving the quality of human resources will have a positive impact on increasing the productivity of the company, making the company better prepared for the challenges of a growing business. Employee productivity affects their performance, it can be seen from how efficiently and effectively an employee completes his tasks, because good performance is closely related to high levels of productivity.

According to (Mangkunegara, 2017) performance is the quality and quantity of work achieved by an employee in accordance with the responsibilities in carrying out their duties. Employee performance can be defined as the results or achievements obtained by an employee in a certain period of time on the work he does. Employees with good performance can support the company in achieving the desired goals or objectives. In addition, to achieve good performance, an employee must have the ability and knowledge in accordance with the field of work he does (Widijanto, 2017).

Employee performance is one of the key elements in achieving organizational goals. Organizations that have high-performing employees tend to be more successful in achieving their strategic goals. Therefore, it is important for any organization to understand the factors that affect employee performance. Some of the factors that are thought to have a significant influence on employee performance include leadership style, job training, and work motivation.

Leadership style is the way or approach used by a leader in leading and influencing others. An effective leadership style can improve employee performance through the creation of a positive work environment and employee empowerment. Leaders who are able to motivate, provide clear direction, and support employee development tend to create better performance.

There are other factors that affect employee performance, such as training and work motivation in carrying out the tasks given by the company. Job training is an effort to develop individual abilities so that they have the skills and expertise needed by the company to improve employee performance (Bariqi, 2020). In addition to training, motivation also plays an important role in improving employee discipline and performance (Agusta & Susanto, 2013). Giving motivation to employees aims to encourage them, both from within and outside, in order to have the spirit and increase the sense of responsibility for their work to the maximum (Damayanti et al., 2013).

Research conducted by (Pebriyanto & Budiyanto, 2017) states that leadership style, training, and motivation have a positive influence on employee performance at PT Baba Rafi Indonesia. From this explanation, it is clear that there is a relationship between leadership style, job training, and work motivation with employee performance in the company. Therefore, the authors are interested to examine the influence of leadership style, training and work motivation on employee performance PT. XXX

## II. METHODS

According to (Rahardjo, 2017) the research method is one way to obtain and seek the tentative truth, not the absolute truth. The result is scientific truth. Scientific truth is a truth that is open to being tested, criticized and even revised. According to (Sugiyono, 2016) quantitative research methods based on the philosophy of positivism, used to research on a particular population or sample, data collection using research instruments, data analysis is quantitative/statistical, with the aim to test the hypothesis that has been established. The author uses quantitative methods with research analysis unit in the form of employees of PT XXX. In (Kusumastuti et al., 2020) states that quantitative research methods are methods for testing certain theories by examining the influence between variables. The population of this study is all employees at PT XXX. In sampling techniques, the authors apply purposive sampling techniques with several criteria, namely:

1. The sample is employees at PT XXX.
2. The sample is employees in PT XXX with a working period of more than 2 years.
3. The sample is an employee at PT XXX with the post of corrective officer.

The questionnaire is a data collection technique that is carried out by giving respondents a set of written questions to answer, which can be given in person or by post or internet. There are two types of questionnaires, closed and open. The authors collected the necessary data by distributing questionnaires to the respondents. The questionnaire used is a closed questionnaire, where the answer is already provided, so that respondents only need to choose the appropriate answer (Sugiyono, 2008). The research Data were collected using questionnaires completed with an explanation of the purpose and purpose of filling out the questionnaire and the return time of the questionnaire that has been filled. This is done to ensure respondents understand the purpose of the study and provide accurate and relevant answers.

The measurement method chosen is the Likert scale. Likert scale, as described by (Sugiyono, 2013), is used to assess the attitudes, opinions, and perceptions of a person or group towards social phenomena. In this study, Likert scale was used with four options as follows:

Pernyataan	Nilai
Sangat Setuju	4
Setuju	3
Tidak Setuju	2
Sangat Tidak Setuju	1

This study involved a validity test, which aims to assess the extent to which the instruments used in measuring leadership style, job training, job motivation, and employee performance are reliable and in accordance with the objectives of the study. The validity test is an important step in ensuring that the instruments used can accurately measure the construct to be studied. By ensuring the validity of the instrument, the study can provide more reliable results and more accurately represent the concept under study.

At the stage of data analysis in this study, an evaluation of the relationship between leadership style, job training, work motivation, and employee performance. The collected data are carefully analyzed to determine the extent to which these factors affect each other and how they affect employee performance. Through this analysis process, it is expected to obtain a deeper understanding of the relationship between the variables studied and their implications for employee performance in the company.

### **III. RESULTS AND DISCUSSION**

The results of the study are still in the form of this concept to determine the influence of leadership style, job training, and work motivation with employee performance. The discussion will include theoretical studies on employee performance, factors that affect performance, leadership styles and examples, job training and work motivation. Further research is needed to clarify the relationship between these three variables in more depth and understand their influence on employee performance in organizations.

### **IV. CONCLUSION**

In the study of the influence of leadership style, job training, and work motivation on employee performance, the conclusion will summarize the main findings of the study, can be a positive or negative influence, the role and relationship with employee performance. Later this study provides strong information for the development of human resource management strategies that are more effective in improving employee performance and achieving overall organizational goals.

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