

The Influence Of Leadership, Work Environment And Motivation And Employee Career Development On Work Achievement In PT. Medisafe Technologies

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The Influence Of Leadership, Work Environment And Motivation And Employee Career Development On Work Achievement In PT. Medisafe Technologies

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ABSTRAK

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This study aims to determine the effect of leadership, work environment, and employee career development on work achievement at PT. Medisafe Technologies Medan. This type of research is explanatory research. The population in this study were all employees who worked at PT. Medisafe Technologies as many as 211 employees. Due to the large number of population, the sampling technique will be reduced by using the Slovin formula with an error tolerance level of 5% so that there are 138 respondents. In the study which will be distributed with questionnaires measured by a Likert scale. The data analysis used multiple linear regression analysis and the coefficient of determination as well as simultaneous test and partial test. The results showed leadership, work environment, and employee career development partially or simultaneously have a positive and significant effect on work achievement at PT. Medisafe Technologies Medan. Based on the results of this study, the implications for management are to further improve leadership, improve a better work environment, update the employee career development.

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1. Introduction

Job performance is the appearance of a work achieved by a person in carrying out and completing the work assigned to him properly in the company which is determined by the ability of his personal characteristics and perceptions of his role in the job. In getting employees who excel, of course the company also plays an active role in supporting their development by paying attention to various factors that can influence it, such as communication and compensation.

PT. Medisafe Technologies is a company engaged in the production and distribution of medical gloves that has been established since 1989 and is located at Jalan Batang Kuis, Gg. Tambak Rejo Pasar IX, Buntu Bedimbar, Tanjung Morawa. The company has continued to develop since its inception and has been able to maintain its existence because it has outstanding human resources who are the most important actors in carrying out its operational activities. However, in recent years, the work performance of employees in the company has begun to decline, both in carrying out work in the office and in the field to make sales. Meanwhile, employees are less able to provide their best performance to the company so that the work standards set by the company are not in accordance with company expectations. A drop occurs when

employees cannot provide good quality work to the company and require a long time to complete their work. Moreover, employees still lack the initiative to be able to complete their own work and must be assisted by other employees. With continued decline in performance can hinder the company from achieving its main goals.

The main factor that influences it is leadership where leadership in the company begins to decline where the leader can no longer be used as a role model for employees. Leaders are also less able to provide encouragement to the performance of their subordinates so that it makes employees less able to perform well. Moreover, leaders are felt unable to empower their subordinates properly so that the division of labor becomes uneven and feels unfair.

The next factor is the work environment where the workplace feels uncomfortable and unpleasant for employees, such as dark workplace lighting because it uses yellow lights and some lights that have been damaged have not been repaired. The temperature of the work place is also felt to make employees feel less

comfortable in carrying out their work. The color layout of the company's workplace is quite faded so that it cannot bring enthusiasm to employees in achieving.

Another factor is career development where the company still cannot provide opportunities for employees to have careers because they still have not provided satisfactory work results and are in accordance with company expectations. Employees are also felt to be less loyal to the company because they are more concerned with their personal interests than the interests of working in the company. Employees are also perceived as not taking advantage of opportunities provided by the company to develop, such as refusing job rotations and transfers made by the company.

Based on the phenomenon that occurred at PT. Medisafe Technologies, the researchers conducted a study entitled "The Effect of Leadership, Work Environment and Career Development on Job Performance at PT. Medisafe Technologies."

2. Research Method

2.1 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

2.2 Validity and Reliability Test

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used.

Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as research instrument.

3. Research and Analysis

3.1. Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.

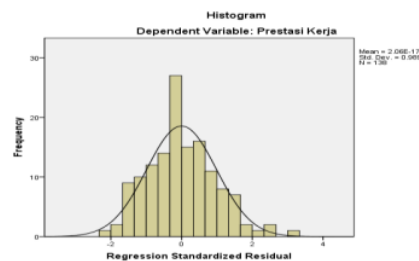


Fig 1 Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.

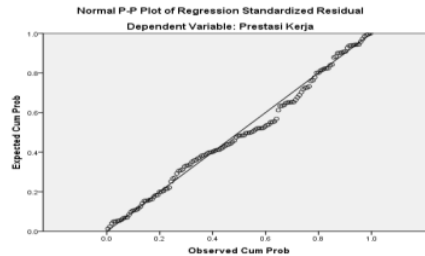


Fig 2 Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		138
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.98653565
Most Extreme Differences	Absolute	.082
	Positive	.082
	Negative	-.035
Kolmogorov-Smirnov Z		.962
.24 mp. Sig. (2-tailed)		.313

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Result, 2021

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.313, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Leadership	.999	1.001
	Work Environment	.921	1.044
	Employee Career Development	.957	1.045

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.

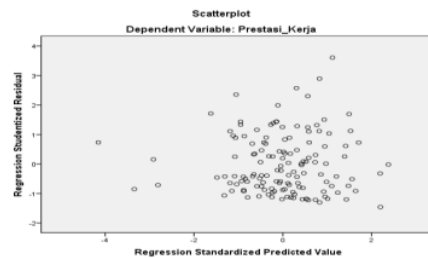


Fig 3 Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict performance based on the input of the independent variable.

Table 3
Glejser Test

	Model	t	Sig.
1	(Constant)	.716	.475
	Leadership	-.568	.571
	Work Environment	1.001	.319
	Employee Career Development	.034	.973

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it can be seen that the level of significance of each variable is greater than 0.05. From the calculation results and the level of significance above, it is not found that there is heteroscedasticity.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

Table 4
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	8.961	3.451	
	Leadership	.249	.065	.271
	Work Environment	.406	.083	.354
	Employee Career Development	.300	.075	.291

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

$$\text{Work Achievement} = 8,961 + 0,249 \text{ Leadership} + 0,406 \text{ Work Environment} + 0,300 \text{ Competency} + e(1)$$



Based on the above equation, then: Constant (a) = 8.961. This means that if the independent variable, namely leadership, work environment, and employee career development is 0, then the work achievement at PT. Medisafe Technologies Medan is 8.961. Where if there is an improvement in leaderships, there will be an increase in work achievement by 0.406. Likewise with work environments where if there is an improvement in the work environment, the work achievement will increase by 0.406. If there is an improvement in the employee career development, the work achievement will increase by 0.300.

3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by R^2 is used to determine the magnitude of the influence of the independent variable together on the dependent variable (Y) where the smaller the coefficient of determination, this means the effect of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger.

Thus if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

Table 5
Coefficient Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.568 ^a	.323	.308	3.020

a. Predictors: (Constant), Employee Career Development, Work Environment, Leadership

b. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, the value of the R Square coefficient of determination is 0.308. This shows that the variable ability of leadership, work environment, and employee career development explains the effect on work achievement at PT. Medisafe Technologies Medan by 30,8%. While the remaining 69,2% is the influence of other independent variables not examined in this study such as stress, conflict, salary and various other variables.

3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%.

The criteria for evaluating the hypothesis in this F test are:

H_0 Accepted if: $F_{count} < F_{table}$

H_a Accepted if: $F_{count} > F_{table}$

Table 6
ANOVA Test

Model		F	Sig.
1	Regression	21.293	.000 ^a
	Residual		
	Total		

a. Predictors: (Constant), Competency, Work Environment, Leadership

b. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it is found that the value of F_{table} (2.67) and significant $\alpha = 5\%$ (0.05), namely F_{count} (21.293) and sig.a (0.000a). This indicates that the results of the study accept H_a and reject H_0 . Comparison between F_{count} and F_{table} can prove that simultaneously leadership, work environment, and employee career development have a positive and significant effect on consumer work achievement at PT. Medisafe Technologies Medan.

3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test.

The criteria for evaluating the hypothesis in this t test are:

H_0 Accepted if: $t_{count} < t_{table}$

H_a Accepted if: $t_{count} > t_{table}$

Table 7
Coefficient Test

	Model	t	Sig.
1	(Constant)	2.597	.010
	Leadership	3.807	.000
	Work Environment	4.879	.000
	Employee Career Development	4.007	.000

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it can be concluded that leadership, work environment, and employee career development partially have a positive and significant effect on consumer work achievement at PT. Medisafe Technologies Medan which can be seen at the t_{count} is greater than t_{table} (1,977) and the significant is less than 0,05.

4. Conclusions

The conclusions that researchers can draw from the results of this study are as follows:

- The results of the t test and the F test state that both partially and simultaneously the variables of leadership, work environment and career development have a positive and significant effect on work performance at PT. Medisafe Technologies.
- The results showed that the variables of leadership, work environment and career development explain their effects on work performance at PT. Medisafe Technologies by 30,8%. While the remaining 69,2% is the influence of other independent variables not examined in this study such as stress, conflict, salary and various other variables.

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