

Article

The Influence Of Work Motivation And Leadership On The Performance Of Employees Of The Village Unit Cooperative Centre (Puskud) Of Bengkulu Province

Debi Isa Bela^{1*}, Ida Anggriani², Kamelia Astuty³

1,2,3. Universitas Dehasen Bengkulu, Indonesia

* Correspondence: debiisabela@gmail.com

Abstract: This study investigates the influence of work motivation and leadership on employee performance at the Village Unit Cooperative Center (PUSKUD) in Bengkulu Province. Despite the recognized importance of employee performance, limited research has addressed the combined impact of motivation and leadership in cooperative settings. Using a sample of 36 employees, data were collected via questionnaires and analyzed using multiple linear regression. Results revealed a positive and significant impact of both motivation (t-value 6.326, $p < 0.05$) and leadership (t-value 6.744, $p < 0.05$) on performance. The regression equation $Y = 4.306 + 0.841(X1) + 0.856(X2) + e$ indicates that increased motivation and effective leadership improve employee performance. Simultaneous analysis (F-value 43.365, $p < 0.05$) confirmed the combined effect of these factors. These findings highlight the critical role of motivation and leadership in enhancing employee performance, offering valuable insights for cooperative management practices.

Keywords: Work Motivation, Leadership, Employee Performance

1. Introduction

Every organisation or company, both public and private, certainly has both short-term and long-term goals to be achieved through the activities it carries out. In order for the goals that have been set to be achieved, it is necessary to plan and manage human resources as well as possible. The term human resources refers to individuals in the organisation who work together to achieve the goals of the organisation [1]. Human resources are the most important thing an organisation has, one of the implications is that the most important investment made by an organisation is in the field of human resources [2]. Therefore, in order for an organisation to achieve maximum performance, it is necessary to treat the human resources who work for the organisation fairly and satisfactorily.

Adhari (2020), says that employee performance is the result produced by certain job functions or activities in certain jobs during a certain period of time, which shows the quality and quantity of the work. Sinaga (2020) states that performance is the result of a person's job function or activities in an organisation that is influenced by various factors to achieve organisational goals within a certain period of time. Rerung (2019), says that employee performance is the behaviour produced on tasks that can be observed and evaluated, where employee performance is the contribution made by an individual in achieving organisational goals.

The Village Unit Cooperative Centre (PUSKUD) of Bengkulu Province was established in 1975. PUSKUD Bengkulu Province used to have many business unit posts such as, Rice, Fertiliser, and Salt. But after the resolution rice and fertiliser are no longer

Citation: Debi Isa Bela, Ida Anggriani, Kamelia Astuty. The Influence Of Work Motivation And Leadership On The Performance Of Employees Of The Village Unit Cooperative Centre (Puskud) Of Bengkulu Province. Academic Journal of Digital Economics and Stability 2025, 38(1), 93-98.

Received: 5th Oct 2024Revised: 10th Nov 2024Accepted: 16th Dec 2024Published: 28th Jan 2025

Copyright: © 2025 by the authors. Submitted for open access publication under the terms and conditions of the Creative Commons Attribution (CC BY) license

(<https://creativecommons.org/licenses/by/4.0/>)

produced, and until now only salt is still produced. Activities carried out by PUSKUD Bengkulu Province in producing salt before being marketed, through the yudium spray process first, then the salt is packaged and ready to market. Motivation or encouragement of employee work is the willingness of employees to work which arises because of the encouragement from within the employee's person concerned as a result of the overall integration of personal needs, the influence of the physical environment and the influence of the social environment where its strength depends on the integration process [3].

According to Simarmata et al. (2021) Leadership is defined as a process of influencing both thoughts, feelings, and behaviour and directing all facilities to achieve common goals that have been set together [4]. Based on the results of field observations, it can be seen that employees of the Bengkulu Province Village Unit Cooperative Center (PUSKUD) have not been able to provide mutual support and encouragement to act and work better, it can be seen that there are still employees who cannot understand the work that must be completed so that employees are less skilled at work, besides that leaders or fellow employees have not acknowledged the work of employees such as if the work to be completed is faster than the time set so that leaders or fellow employees give congratulations or other recognition [5].

2. Materials and Methods

This type of research, using quantitative research, namely, using primary data which is then through a questionnaire to collect data. According to [6] Quantitative research is a research method based on the positivism philosophy used in certain populations or in data samples using quantitative or statistical research tools. The data collection method in this study was carried out by means of a questionnaire, which is a way of collecting data by giving a list of questions to respondents equipped with several alternative answers. The operational definition in this study is as follows: Motivation refers to a process of influencing individual choices towards various forms of desired activities, motivation as a mental condition that encourages action and provides strength that leads to achieving needs and giving to employees of the Village Cooperative Unit Center (PUSKUD) of Bengkulu Province. Leadership is an important factor in providing direction to employees, especially at the present time where transparency is important [7].

The leadership needed is leadership that can empower their employees at the Village Cooperative Unit Center (PUSKUD) of Bengkulu Province. Employee performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him at the Village Cooperative Unit Center (PUSKUD) employees of Bengkulu Province [8] The results of respondents' answers to the questionnaire were given an answer score with a Likert scale (Sugiyono, 2019). The analysis method is the stage of the research process where the data that has been collected is processed in order to answer the problem formulation. To simplify and speed up data management, this research data processing uses the SPSS Version 16.0 application programme [9]. The analysis method of this research is as follows:

Validity Test

Validity test is used to test the validity / validity of instruments or research statement items. If all instruments from the questionnaire are tested accordingly, then the instrument is said to be valid. The validity test assessment criteria are if $r_{count} > r_{table}$, then the questionnaire items are valid. If $r_{count} < r_{table}$, it is said that the questionnaire items are invalid [10].

Reliability Test

Reliability test is used to determine the reliability of research instruments. In this study, the reliability measurement technique used Cronbach's alpha coefficient. The decision-making method in the reliability test is to use the alpha cronbach limit of 0.60,

which means that a variable is said to be reliable if its value shows Alpha cronbach greater than 0.60 [11].

Multiple Linear Regression

Multiple linear regression is a technique for measuring the influence of several independent variables on the dependent variable. The regression equation is formulated as follows [12].

3. Results

Validity Test

Validity testing is used to determine whether or not the indicators used by researchers are feasible. Validity testing is done by comparing r count with r table. The value of r table with a significant rate of $\alpha = 0.05$ and $n - 2$ ($36 - 2 = 34$) is 0.329. The results of the validity test can be seen in the following table:

Table 1. Results of Research Indicator Validity Test

No	Variable	question	R-count	R-table	information
1.	Motivation (X ₁)	1	0.512	0,329	Valid
		2	0.511	0,329	Valid
		3	0.495	0,329	Valid
		4	0.619	0,329	Valid
		5	0.507	0,329	Valid
		6	0.348	0,329	Valid
		7	0.565	0,329	Valid
		8	0.543	0,329	Valid
2.	leadership (X ₂)	1	0.844	0,329	Valid
		2	0.799	0,329	Valid
		3	0.657	0,329	Valid
		4	0.820	0,329	Valid
		5	0.742	0,329	Valid
		6	0.644	0,329	Valid
		7	0.332	0,329	Valid
		8	0.124	0,329	invalid
3.	performance (Y)	1	0.711	0,329	Valid
		2	0.783	0,329	Valid
		3	0.769	0,329	Valid
		4	0.687	0,329	Valid
		5	0.769	0,329	Valid
		6	0.708	0,329	Valid
		7	0.541	0,329	Valid
		8	0.426	0,329	Valid

Reliability Test

In this study, the reliability calculation technique of the alpha cronbach coefficient was used, with the reason that computing with this technique will provide a price that is smaller or equal to the actual reliability [13]. The upper value used to assess the level of

reliability accepted is 0.06. The results of the reliability test of the research variables can be seen in the following table:

Table 2. Reliability Test

Variable	Cronbach's Alpha Value	Information
Motivasi (X ₁)	0.638	Reliabel
Kepemimpinan (X ₂)	0.781	Reliabel
Kinerja (Y)	0.832	Reliabel

Multiple Linear Regression Data Analysis

After conducting data quality testing and the results indicate that all variables are valid and reliable, the next stage is to evaluate and interpret the multiple linear regression model [14]. This model is to test the influence of independent variables on the dependent. The results of the multiple linear regression analysis can be seen in the table below:

Table 3. Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constan)	4.306	3.248		1.326	.000
Motivation	.841	.135	.812	6.326	.000
leadership	.856	.127	.824	6.744	.000

4. Discussion

The Influence of Work Motivation on Employee Performance

The results of the study show that the Motivation variable has a positive and significant effect on employee performance of 0.00 less than 0.05. This means that the hypothesis is accepted [15]. According to Siagian (2019), work motivation is the driving force for someone to make the greatest possible contribution to the success of the organization in achieving its goals, with the understanding that achieving organizational goals means achieving the personal goals of the members of the organization concerned. Leaders in an organization have a strong role in building and fostering a spirit of work motivation among employees [16].

Work motivation and performance are interrelated parts, increasing work motivation will affect increased performance and vice versa. Furthermore, according to Mockijat, (2019) Work motivation is an encouragement that can arouse employees' willingness to start carrying out work according to their duties and responsibilities in the company/organization [17]. With the work motivation given by the leadership to employees, the maximum employee performance will also increase due to the enthusiasm and encouragement to work seriously given by the company's leadership to When employees get encouragement and motivation from leaders, coworkers or from within

themselves. then employee performance will also increase because employees already have the enthusiasm to do a job thanks to the encouragement or motivation within the employee.

The Influence of Leadership on Employee Performance

The results of the study indicate that the leadership variable has a positive and significant effect on employee performance of 0.00 less than 0.05, this means that the hypothesis is accepted [18]. The role of a leader in interpersonal relationships is closely related to the leadership style he displays. A leader is expected to be able to display a leadership style in all situations depending on the conditions and situations and to which subordinates. Several studies have shown that an effective leadership style is leadership that is adjusted to the situation and conditions of the people he leads. In other studies, effective leadership is associated with power. Leadership is closely related to employee performance in carrying out their work duties, which can be positive or negative. The strength of the relationship ranges from weak to strong. A strong relationship shows that the leader's behavior can significantly influence others by improving employee performance Kreitner and Kinicki [19].

The Influence of Work Motivation and Leadership on Employee Performance

It can be concluded from the results of this study that all independent variables, namely the work motivation variable (X1) and the leadership variable (X2) simultaneously affect the dependent variable, namely employee performance (Y). This means that the hypothesis is proven, namely the Motivation and Leadership variables together or simultaneously have a positive effect on employee performance. With Motivation, it is hoped that it will be able to improve employee performance [20].

This result is also supported by previous research by Devi Melani Br.Perangin Angin (2022) This study aims to test the effect of work motivation and leadership on employee performance at the Medan City Development Regional Company. This study uses a quantitative method with a causal relationship (cause and effect). This study consists of three variables, namely the work motivation variable (X1) and the leadership variable (X2) as independent variables and employee performance (Y) as the dependent variable [21].

5. Conclusion

From the data obtained and the analysis that has been done in this study, the following conclusions can be drawn:

1. Work motivation has a significant effect on employee performance at the Village Unit Cooperative Center (PUSKUD) of Bengkulu Province, because the significance value is $0.000 < 0.05$.
2. Leadership has a significant effect on employee performance at the Village Unit Cooperative Center (PUSKUD) of Bengkulu Province, because the significance value is $0.000 < 0.05$.
3. Work motivation and leadership have a significant effect on employee performance at the Village Unit Cooperative Center (PUSKUD) of Bengkulu Province, because the significance value is $0.000 < 0.05$.
4. The results of the multiple linear regression test show a positive direction with the regression equation $Y = 4.306 + 0.841 X1 + 0.856 X2$.

REFERENCES

- [1] Adhari, *Optimalisasi Kinerja Karyawan Menggunakan Pendekatan Knowledge Management & Motivasi Kerja*, Pasuruan: Qiara Media, 2020.
- [2] J. Anoraga, *Psikologi Kepemimpinan*, Jakarta: Rineka Cipta, 2019.
- [3] I. A. Brahmasari and A. Suprayetno, "Pengaruh Motivasi Kerja, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan serta Dampaknya pada Kinerja Perusahaan (Studi Kasus Pada PT. Pei Hai International Wiratama Indonesia)," *Jurnal Manajemen dan Kewirausahaan*, vol. 10, no. 2, pp. 124-135, Sep. 2008.
- [4] M. Maruli, *Pengaruh Komunikasi Antarpribadi Pimpinan Terhadap Motivasi Kerja*, S. Irene, Ed., Scopindo Media Pustaka, 2020.
- [5] R. L. Mathis and J. H. Jackson, *Human Resource Management: Manajemen Sumber Daya Manusia*, Jakarta: Salemba Empat, 2019.
- [6] H. Meiner, *Kinerja Karyawan: Edisi*, Jakarta: PT. Bumi Aksara, 2019.
- [7] Y. A. Rahman, "Manajemen Sumber Daya Manusia," *Tsaqofah: Jurnal Pendidikan Islam*, vol. 4, no. 2, pp. 45-58, 2020.
- [8] R. Rerung, *Peningkatan Kinerja Karyawan Melalui Employee Engagement dan Organizational Citizenship Behavior*, Bandung: CV. Media Sains Indonesia, 2019.
- [9] V. Rivai, *Manajemen Sumber Daya Manusia untuk Perusahaan: dari Teori ke Praktik*, Jakarta: PT. Raja Grafindo Persada, 2019.
- [10] S. Siagian, *Manajemen Sumber Daya Manusia*, Jakarta: Bumi Aksara, 2019.
- [11] T. Sinaga, *Manajemen Kinerja dalam Organisasi*, Yogyakarta: Yayasan Kita Menulis, 2020.
- [12] J. Simarmata, et al., *Metode Penelitian Untuk Perguruan Tinggi*, Medan: Yayasan Kita Menulis, 2021.
- [13] A. Slamet, "Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Dinas Kebersihan Kota Binjai," *Jurnal Manajemen*, vol. 11, no. 1, pp. 23-31, Jun. 2019.
- [14] S. Sudarmanto, *Kinerja dan Pengembangan Kompetensi SDM*, Yogyakarta: Pustaka Pelajar, 2019.
- [15] Sugiyono, *Metode Penelitian Pengembangan*, Bandung: Alfabeta, 2019.
- [16] S. Suhorsmi, *Mendefinisikan Hipotesis adalah Suatu Perubahan yang Bersifat Sementara*, Jakarta: PT. Rineka Cipta, 2021.
- [17] A. T. Sulistyani and Rosidah, *Manajemen Sumber Daya Manusia*, Yogyakarta: Graha Ilmu, 2021.
- [18] S. Suparman, *Kepemimpinan Kepala Sekolah & Guru*, Uwais Inspirasi Indonesia, 2019
- [19] P. Wursanto, "Pengaruh Lingkungan Kerja, Kepuasan Kerja Dan Beban Kerja Terhadap Kinerja Pegawai," *Jurnal Manajemen dan Bisnis*, vol. 2, no. 2, pp. 170-183, 2019.
- [20] Wahjosumidjo, *Kepemimpinan yang Efektif*, Yogyakarta: Balai Pustaka, 2019.
- [21] Y. A. Yusran and S. Sodik, "Analisis Pengaruh Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Pada PT. Bank BNI Cabang Utama Kediri," *JIM (Jurnal Ilmu Manajemen)*, vol. 4, no. 3, pp. 1-11, 2019.