

**THE INFLUENCE OF PERFORMANCE ALLOWANCES AND LEADERSHIP
STYLE ON EMPLOYEE PRODUCTIVITY AT PT. BANK EKONOMI RAKYAT
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This research is a quantitative description type research that aims to know and analyze the effect of performance allowances and leadership styles on employee work productivity at PT. Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City. The method used in this study amounted to 32 respondents with the analysis method used was multiple linear regression analysis which was processed through the help of Statistical Product and Service Solution software (SPSS0 Version 27. The results of this study can be concluded that the performance allowance variable and leadership style have a positive and significant influence on employee work productivity at PT. Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Kota Makassar.

Keywords: Performance Benefits, Leadership Style, Work Productivity**INTRODUCTION**

Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani is one of the People's Economic Banks (BPR) in Makassar city. This People's Economic Bank is a bank that serves activities, business conventionally or based on sharia principles which in its activities do not provide services in payment traffic. Bank Perekonomian Rakyat Niaga Madani offers saving services, time deposits or savings, credit and loans, financing and placement based on sharia principles.

Employee work productivity is very necessary and very important in achieving the goals that have been set, because if work productivity increases there is a tendency for employee performance to increase as well (more efficient). (Sedarmayanti, 2009) in (Waskito & Kartini, 2021). One of the efforts to increase employee work productivity is to provide performance benefits. According to (Simangunsong, 2023) Performance allowance is income other than salary given to active employees based on competence and performance. According to the purpose of providing this performance allowance is to motivate employees to increase their work productivity and is expected to also improve welfare. In addition to performance allowances, efforts to increase employee work productivity are seen from the leadership style in an organization or company. According to (Auliyah et al., 2023) leadership style is a norm of behavior used by someone when that person tries to influence others.

However, the challenge that occurs at PT Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City is that the work productivity produced by employees is still low, this has an impact on the low achievement of the target of the company itself. And Syariah People's Economic Bank (BPRS) in Indonesia should be more developed than conventional banks in general. This is because the Syariah People's Economic Bank applies syariah finance.

However, in reality due to low work productivity Sharia People's Economic Bank (BPRS) has not been able to compete in this problem.

So, one way to increase employee productivity is to link performance allowances and leadership styles. This encourages researchers to find out whether work productivity at PT. Niaga Madani Sharia People's Economic Bank (BPRS) Makassar City is influenced by performance allowances and leadership styles. Based on the above background and considering the importance of performance allowances and leadership styles to create optimal employee productivity in the organization, this study will solve the problem of how to increase employee productivity at PT. Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City.

RESEARCH METHODS

The research method used is quantitative research with a quantitative descriptive approach. Quantitative research is a research technique built on positivist philosophy, data analysis is quantitative or statistical, and the goal is to test the hypothesis that has been formulated. This research is a type of quantitative descriptive research because it involves concept development and data collection to test the effect of performance allowances and leadership styles on employee productivity at PT. Niaga Madani Sharia People's Economic Bank (BPRS) Makassar City. Data for this study were collected through distributing questionnaires to employees of PT Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City. The questionnaire included questions relating to performance benefits, leadership style and work productivity. The respondents were assured of the confidentiality and anonymity of their responses to encourage honest feedback.

Data analysis for this study involved the use of regression analysis to examine the relationship between performance benefits, leadership style and employee work productivity. Statistical software such as SPSS was used to analyze the collected data and test the research hypotheses. The results of the analysis were interpreted to draw conclusions and implications from the study.

RESULTS AND DISCUSSION

1. Research Instrument Test

a) Validity Test

Table 1. Validity Test Result

Variable	Statement	Person Corelation	Sig.	Desc
		r-count		
Performance Allowance (X1)	X1.1.1	0,746	0,000	Valid
	X1.1.2	0,615	0,000	Valid
	X1.2.1	0,741	0,000	Valid
	X1.2.2	0,599	0,000	Valid
	X1.3.1	0,739	0,000	Valid
	X1.3.2	0,622	0,000	Valid
	X1.4.1	0,741	0,000	Valid
	X1.4.2	0,774	0,000	Valid
	X1.5.1	0,741	0,000	Valid
	X1.5.2	0,622	0,000	Valid
Leadership Style (X2)	X2.1.1	0,670	0,000	Valid
	X2.1.2	0,552	0,001	Valid
	X2.2.1	0,521	0,002	Valid
	X2.2.2	0,603	0,000	Valid
	X2.3.1	0,535	0,002	Valid
	X2.3.2	0,518	0,002	Valid
	X2.4.1	0,727	0,000	Valid
	X2.4.2	0,840	0,000	Valid
	X2.5.1	0,840	0,000	Valid
	X2.5.2	0,840	0,000	Valid
	X2.6.1	0,532	0,002	Valid
	X2.6.2	0,650	0,000	Valid
Work Productivity (Y)	Y1.1	0,410	0,020	Valid
	Y1.2	0,541	0,001	Valid
	Y2.1	0,507	0,003	Valid
	Y2.2	0,445	0,011	Valid
	Y3.1	0,509	0,003	Valid
	Y3.2	0,582	0,000	Valid
	Y4.1	0,507	0,003	Valid
	Y4.2	0,608	0,000	Valid
	Y5.1	0,556	0,001	Valid
	Y5.2	0,674	0,000	Valid
	Y6.1	0,482	0,005	Valid
	Y6.2	0,671	0,000	Valid

Source: SPSS 27

b) Reliability Test

Table 2. Reliability Test Result

Variabel	Cronbach's Alpha	N Of Items	Description
Performance Allowance (X1)	0,870	10	Reliabel
Leadership Style (X2)	0,873	12	Reliabel
Work Productivity (Y)	0,776	12	Reliabel

Source: SPSS 27

2. Classical Assumption Test

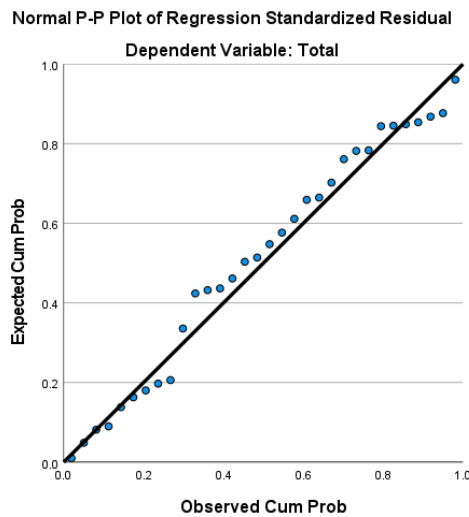


Figure 1. Normality Test

3. Multiple Linear Regression

Variable	Dependent Variable	B	Beta	t	Sig.	Description
Performance Allowance	Work Productivity	0,310	0,407	2,745	0,010	Hypothesis Accepted
Leadership Style		0,324	0,446	3,011	0,005	Hypothesis Accepted
R = 0,603	Sig. = 0.001					
R Square= 0,364						
F = 8,298						

Source: SPSS 27

a) Partial Test (t-test)

The t-test is intended to determine how far the influence between variables. The effect of one independent variable performance allowance (X1), leadership style (X2)) and the dependent variable work productivity (Y)) with t_{count} and t_{table} at a significant degree. Based on the results shown in table 1, it can be seen that the t value is calculated, obtained in the appendix, namely:

- a) For the performance allowance variable (X1) obtained $t_{count} 2.745 > t_{table} 0.349$ with a significance level of 0.010 which means H1 is accepted. Thus, the first hypothesis of this research hypothesis is proven, meaning that there is a significant influence between performance allowances on employee work productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City.
- b) For the leadership style variable (X2), $t_{count} 3.011 > t_{table} 0.349$ with a significance level of 0.005 which means H2 is accepted. Thus, the first hypothesis of this study is proven, meaning that there is a significant influence between leadership style on employee work productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City.

b) Model Test (F-test)

The F test is conducted to see whether the regression model built describes the facts or can be generalized.

- 1) Based on the R Square value = 36.4% the model describes the facts at the research site, while the remaining 63.6% are the limitations of the measuring instrument in revealing facts.
- 2) The results of the F test based on table 4.11 can be seen that the Sig. value obtained is $0.001 < 0.005$, so in accordance with the basis for making decisions in the F test it can be concluded that the performance allowance variable (X1) and leadership style (X2) have a positive influence on work productivity (Y).
- 3) Based on the comparison of the calculated F value with the F table, $F_{table} = (k; n-k) = (2; 32-2) = (2; 30)$, then $F_{table} = 3.316$. Based on the SPSS output table above, it is known that the calculated F value is 8.298. because the calculated F value is $8.298 > F_{table} 3.316$, then as the basis for making decisions in the F test it can be concluded that the performance allowance variable (X1) and leadership style (X2) have a positive influence on employee work productivity (Y).

In the discussion of this study aims to describe all the test results and data collection techniques, and the results data which includes the results of questionnaire measurements, Where in this study the problem discussed is the Effect of Performance Allowances and Leadership Style on Employee Productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City.

- 1) Based on the results of the analysis, it can be concluded that the performance allowance variable affects employee work productivity, known through t count greater than t table. So that seeing these results it is known if the hypothesis is accepted, that the performance allowance variable has a positive and significant effect on employee work productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City. With the results obtained, if the performance allowance is given according to predetermined standards and high performance allowances can increase employee productivity at PT. Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City. The results obtained are in line with previous research conducted by (Mogalana et al., 2020) at the Sukabumi City Education and Culture Office which states that there is an effect of the effectiveness of providing performance allowances on employee work productivity.
- 2) For the leadership style variable (X2), the positive effect shown through t count is greater than t table, so the hypothesis is accepted. So it is concluded that leadership style (X2) has a positive and significant effect on employee work productivity (Y) at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City. With the results obtained, if the leader applies a good, appropriate and appropriate leadership style, it can increase employee productivity, especially at PT. Bank Perekonomian Rakyat Syariah (BPRS) Niaga Madani Makassar City. The results of this study are in line with research conducted by (Chairizha, 2017) at PT. Perkebunan Nusantara III Medan which states that leadership style affects work productivity.

CONCLUSION

Based on the results that have been obtained regarding the variables of Performance Allowance and Leadership Style on Employee Productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City, namely:

- 1) Based on the results of the research conducted, it can be known and proven that the performance allowance variable has a significant influence on employee work productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City.
- 2) Based on the results of the research conducted, it can be known and proven that the leadership style variable has a significant influence on employee work productivity at PT. Sharia People's Economic Bank (BPRS) Niaga Madani Makassar City.

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