

The Influence Of Leadership Style And Work Spirit On The Productivity Of Section Employees Production At Pt Tirta Fresindo Jaya (Mayora Group) In Gowa DistrictMagfirahtun Tristiawati Rusli¹⁾, Zalkha Soraya²⁾, Irwan Abdullah³⁾Management Study Program, Faculty of Economics and Business, Universitas Muhammadiyah Makassar
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magfirahtuntristiawati.rusli@gmail.com¹⁾ zalkha.soraya@unismuh.ac.id²⁾ , irwan.abdullah@unismuh.ac.id³⁾**Abstrak**

This research aims to describe and examine the influence of Leadership Style and Work Spirit on the Productivity of Production Employees at PT Tirta Fresindo Jaya (Mayora Group) in Gowa Regency, with a sample of 65 respondents. It was found that the significant value of leadership style (X1) on productivity (Y) is $0.014 < 0.05$, and the calculated value is $2.517 > \text{table value } 0.2075$. Meanwhile, the influence of work spirit (X2) on productivity (Y) is $0.003 < 0.05$, and the calculated value is $3.069 > 0.2075$. This type of research is quantitative, obtaining data from questionnaires distributed to respondents. In this study, data collection sources include primary and secondary data. The research instrument uses the Likert scale method. This study uses the scale method through the Statistical Package for the Social Sciences (SPSS) version 27 application. The author concludes that leadership style and work spirit have a positive and significant influence on the productivity of production employees at PT Tirta Fresindo Jaya (Mayora Group) in Gowa Regency.

Keywords: Leadership Style, Work Spirit, Productivity.**INTRODUCTION**

Along with market demands, globalization, and technological advances, human resources has evolved into more than just personnel administration. Instead, they are now strategic partners in managing the human aspects of the organization. One of the responsibilities of human resource management is finding and selecting the right workers for the company. Human resources can look for prospective employees who have reliable communication skills and effective leadership if Organizations want leaders who can provide direction and inspiration to teams. Leaders in companies can receive training and development from human resources to increase their understanding of various leadership styles and help them choose the most appropriate one.

Leadership Employees who have high work morale also tend to be more motivated, dedicated and committed to doing their work better. They can also/cope better with interruptions or distractions, and are able to direct their full attention to the work they are doing. Good concentration contributes to increased efficiency and productivity.

Management faces major challenges when trying to increase employee productivity. This is because productivity can be defined as the tangible or physical output of actual input. Productive human resources are very important to achieve company goals.

Leaders are often considered the main factor in the success or failure of a company. Companies, both business and public oriented, usually look at the success or failure of their leaders. Researchers in the field of human resource management and organizational behavior concentrate on leadership because the role of leaders is very important. According to Hasibuan in (Sutrisno, 2011:110) in efforts to increase the role of employees, the implementation of communication principles needs to be improved and leadership needs to be given more

attention. The creation of good relationships between employees and leaders can be a stimulus for driving employee morale. Because humans are valuable creatures with feelings, ideals, desires and hopes, moving and controlling them to work in accordance with the organization's expectations is not an easy task. The work morale factor is needed to achieve these goals. Employees with self-motivation and motivation from others will encourage their work enthusiasm.

In an organization, a leader must be able to create appropriate integration with its members, including fostering cooperation, directing and encouraging employee passion. This will create positive motivation which will encourage maximum intention and effort to achieve organizational goals, supported by organizational facilities. Leaders are a very important management component to influence and provide attitudes, behavior and groups. Leaders determine the leadership style they will use. Employees' feelings of satisfaction or dissatisfaction depend on the pattern of superior-subordinate relationships. For this reason, human resource management is always planned to place the right people in the right positions in the organization.

PT. Tirta Fresindo Jaya (Mayora Group) in Gowa district is a company operating in the production sector which was founded in 2014 until now, where the productivity factor is very important because it is directly related to employees. Increasing employee productivity will indirectly bring progress to the company, therefore efforts to increase employee productivity are the task of leaders to choose the right leadership style to apply to their company.

Based on direct interviews with several production employees at PT. Tirta Fresindo Jaya (Mayora Group) in Gowa district, the author found that employees lacked motivation from the leadership, this was because the company leadership was busy and had not optimally responded to all of its employees, so that without realizing it, the employees did not get motivation directly from the leadership and this affected employee morale. , and can cause a decrease in employee productivity. Maintaining harmonization between leaders and employees is important, because leaders and employees are in a condition that is bound by mutual need and benefit.

RESEARCH METHODS

The type of research approach that will be used in this research is descriptive quantitative with a survey method, the researcher will take samples from a population using a questionnaire as a tool for collecting information. Descriptive quantitative research is research where the data is collected in the form of numbers and the analysis uses statistics. This The location of this research was carried out at PT Tirta Fresindo Jaya (Mayora Group) which is located on Jl. Poros Malino KM 30, Pakatto Village, District. Bontomarannu, Kab. Gowa, South Sulawesi. The implementation of this research is estimated to take approximately 2 months, which will be carried out in December 2023 – January 2024.

RESULT AND DISCUSSION

A. Research Result

1. Multiple Linear regression Analysis

Multiple linear regression analysis is an analysis to see how much influence the leadership style and work enthusiasm variables have on the productivity of production employees at PT Tirta Fresindo Jaya (Mayora Group). The results of multiple linear regression analysis in this study are as follows:

Table 2. Results of Multiple Linear Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.356	6.855		3.115	.003
	Leadership style	.350	.139	.286	2.517	.014
	Work spirit	.353	.115	.348	3.069	.003
a. Dependent Variable: PRODUCTIVITY						

Source: prima data processed with SPSS 27 (2024)

Based on the data in the table above, the linear equation for multiple linear regression in this study is as follows:

$$Y = 21.356 + 0.350 X1 + 0.353 X2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- Based on the results of the multiple linear regression test in the table above, it is known that the coefficient constant value a is 21.356, this coefficient constant is positive. With this, it can be interpreted that if all the independent variables in this research, including the leadership style and work morale variables, are constant or have a value of zero, then the productivity will be 21.356.
- The regression coefficient for the leadership style variable is 0.350, which indicates that for every one unit increase in leadership style, employee productivity will increase by 0.350, assuming that the other variables are constant.
- The regression coefficient for the morale variable is 0.353, which indicates that for every one unit increase in morale, employee productivity will increase by 0.353, assuming that the other variables are constant.

Hypothesis testing

1. partial Test (t Test)

The partial test is used to see the effect of each independent variable on the dependent variable. The test is carried out using the t test, namely by looking at the significant t value. If the significant value is <0.05, it can be said that the independent variable has an influence on the dependent variable.

Table 3 Partial Test Results (t Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.356	6.855		3.115	.003
	Leadership Style	.350	.139	.286	2.517	.014
	Work Spirit	.353	.115	.348	3.069	.003
a. Dependent Variable: PRODUCTIVITY						

Source: primary data processed with SPSS 27(2024)

The t test results in the t test results table using the SPSS application are as follows:

1. The leadership style variable (X1) has a calculated t of 2.517 while the t table is 0.2075 and the sig value. of 0.014. This shows that $t \text{ count} > t \text{ table}$ ($2.517 > 0.2075$) and the sig value. amounting to $0.014 < 0.05$ or in other words, H1 is accepted, which means that leadership style has a positive and significant effect on employee productivity. This proves that the higher the leadership style the leader has, the higher the productivity the employees will achieve.
2. The work morale variable (X2) has a calculated t of 3.069, while the t table is 0.2075 and the sig value. of 0.003. This shows that $t \text{ count} > t \text{ table}$ ($3.069 > 0.2075$) and the sig value. equal to $0.003 < 0.05$ or in other words H2 is accepted, which means that work morale has a positive and significant effect on employee productivity. This shows that the higher the employee morale, the higher the employee's productivity.

B. Discussion

a. The influence of leadership style on productivity

The results of this research took a sample of 65 respondents consisting of 45 male respondents and 20 female respondents. Based on this data, the majority are male.

Based on the research results, the leadership style variable (X1) has a calculated t of 2.517, while the t table is 0.2075 and a sig of 0.014. This shows that $t \text{ count} > t \text{ table}$ ($2.517 > 0.2075$) and the sig value is $0.014 < 0.05$ or in other words H1 is accepted, which means leadership style has a significant effect on employee productivity. This means that leadership style behavior is one of the components that supports the success of a company, a leader's behavior can influence employee psychology. Leadership itself can influence subordinates to increase their productivity in order to achieve company goals.

Based on the results of this research, it can be said that leadership style has a direct influence on employee productivity. In line with research conducted by Chairzha (2017) entitled "The influence of leadership style and work motivation on employee work productivity at PT Perkebunan Nusantara III (Persero) Medan". The results of the research conducted concluded that there is a significant influence of leadership style on employee work productivity.

b. The Influence of Work Morale on Employee Productivity

Based on the research results, the work morale variable (X2) has a t count of 3.069, while the t table is 0.2075 and a sig value of $0.003 < 0.05$ or in other words, H2 is accepted, which means that work morale has a significant effect on employee productivity. This means that the work spirit of employees in the production department at PT Tirta Fresindo Jaya (Mayora Group) must be maintained, especially in the questionnaire indicators in this research, for example having satisfaction in their hearts if they can complete their work well and correctly, and always trying to come to work earlier than at the appointed time.

The results of this research are in line with research conducted by Sahid Syaputra (2017) with the title "The influence of work enthusiasm and work discipline on employee work productivity at PT Midi Utana Indonesia Tbk. The results of the research show that employee morale has a positive and significant effect on employee work productivity.

CONCLUSION

Based on the results of previous research and discussion, it can be concluded that:

- 1) Leadership style has a positive and significant relationship to productivity. This shows that leadership style can influence the high and low productivity of employees in the production department of PT Tirta Fresindo Jaya (Mayora Group). The better the leadership style, the more effective the employees will be in doing their work.
- 2) Work Morale has a positive and significant influence on employee productivity. This shows that the higher the employee morale, the higher the productivity achieved by production employees at PT Tirta Fresindo Jaya (Mayora Group) in Gowa Regency.

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