Influence Of Leadership Style And Work Motivation To Employee Job Satisfaction (Case study on PT Indofood)

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Abstract

The purpose of this study was to determine and analyze the influence of style leadership and work motivationagainst job satisfaction of employees at PT Indofood. This study was conducted by simple random sampling techniques (techniques simple sample), with a sample of 75 respondents. Whole regression equation the doubles used have met the requirements of the classical assumption test. Results of the study this shows that there is a significant and positive influence between the style leadership and motivation simultaneously to employee satisfaction in PT Indofood.

Keywords: Leadership style, work motivation, satisfaction, performance

INTRODUCTION

Survival and growth of a company is not only determined from success in managing finances, marketing and products, but also determined from the success of managing human resources. Current power source humans are considered an important resource for the organization, because without resources human resources in the organization is not an easy thing because it involves various elements in an organization, namely employees, leaders, and the system itself. Unity between the three things are expected to bring up the work environment conducive so that both employees and leaders can carry out their work to the maximum. For employees, a conducive work environment is expected able to create job satisfaction. Job satisfaction has an impact on productivity of the organization either directly or indirectly. Dissatisfaction is the starting point of the problems that arise in organizations such as insolvency, manager-worker conflict and employee turnover. From the workers ' side, dissatisfaction can lead to decreased motivation, decreased work morale, and decreased display of work both qualitatively and quantitatively. Measurement of the performance of an organization is very important for leaders as top managers, in order to evaluate and future planning. Some types of information used in the control prepared in order to ensure that the work done has been done effectively and efficiently. Manager in running daily tasks will use other people in the organization's operations, other people in this case it is the employee who must be measured performance. In carrying out its activities the leaders have a variety of its own style in the process of influencing and directing employees, so that will want to jointly strive to achieve the goals of the company varies, then leaders are required to be able to apply a varied leadership style also in accordance with the objectives faced.therefore, the leader will try as effectively perhaps in his leadership so as to achieve the goals of the group or organization

to the maximum. If the leadership style used in accordance with employees eat will provide job satisfaction for employees.

Employee performance will be better if the person concerned has expertise (skill) and willing to work because they are paid according to their level and expectations (hopefully) better in the future. The existence of such hope is one of the strong motivations for employees to carry out work with good performance. Motivation according to Gibson (2001: 94) is a concept that outlines about the forces that exist within the employee who started directing behavior. Someone who is highly motivated, namely people who carry out efforts substantial, in order to support productivity at work. On the other hand, if someone who low-motivated will generally make minimal effort at work. When employees with leaders have a good performance will have an impact on performance organization where to serve.

Increase employee job satisfaction in an organization can not be released from the role of leaders in the organization. Leadership is the key in management that plays an important and strategic role in survival a company. Leader is the originator of the goal, plan, organize, move and control all resources owned so that the company's goals can be achieved effectively and efficiently. Therefore leaders of a company are required to always be able to create conditions able to satisfy employees at work so as to obtain employees who do not only able to work but also willing to work towards achieving goals persuasion. A leader must take a very big decision against a problem. Decisions involving major changes in strategy organization or politics, most of the results will depend on skill influence and perseverance of the individual managers who want to initiate change and on the relative power of the various coalitions involved in making or give them the authority to make that decision.

Demands of globalization has made businesses aware of the importance of resources qualified human resources, both leaders and subordinates. Roles leaders are indispensable in setting goals. The organization will not successful without the participation of employees. Both of these things go hand in hand despite having their respective objectives, employees would be satisfied if his needs and desires are met.

Problems in penelitianini are: (1) whether there is influence of style leadership on employee job satisfaction at PT Indofood. there is the influence of work motivation on employee job satisfaction at PT Indofood ; (3) whether there is influence of leadership style and work motivation together on employee job satisfaction at PT Indofood. The purpose of this study include: (1) to determine the influence on style leadership on employee job satisfaction at PT Indofood; (2) to knowing the effect of work motivation on employee job satisfaction at PT Indofood; (3) to determine the influence on leadership style and work motivation together towards employee job satisfaction at PT Indofood.

RESEARCH METHODS

Population and sample selection methods. The object of research consists of variables will be studied, namely variable leadership style, motivation as an independent variable (independent variable). While job satisfaction as a dependent variable (dependent variable). Population and sample selection techniques. Population in this study by type is a limited population and by its nature is a population homogeneous. Population in this study are employees of PT Indofood total of 75 people.

This study draws samples by the method or technique of simple random sampling (simple sampling technique), which is a way of selecting a number of population elements to being a member of the sample is done in such a way that each element get the same opportunity to be selected as a member of the sample. This way done because the number of elements in the population is known and relatively homogeneous. In this study samples as many as 75 respondents.

Data Analysis Techniques. First. Test Classical Assumptions. Before testing hypothesis using multiple linear regression, first performed assumption testing classic. The purpose of classical assumption testing is to produce value good parameters so that research results can be more accurate. Symptom testing deviation from classical assumptions need to be done to determine the nature of the data so that it can be determined the right type of test to analyze the relationship between variables studied. Requirements of classical assumptions that must be met in double linear analysis is that the residuals must be normally distributed, nonmulticollinearity between the independent variables, homochedasticity occurs, and the latter there is no autocracy.

a. Test Of Normality. Normality test aims to determine whether the value residuals meet the assumption of normality. Normality test is done by looking at spread of data or points on the diagonal axis of the normality test graph (Normal Probability P-P Plot). If the data spread around the diagonal line and following the direction of the diagonal line, the regression model meets the assumption of normality. Whereas, if the data spread away from the diagonal line and do not follow the direction diagonal line, then the regression model does not meet the assumption of normality.

b. Multicollinearity Test. Multicollinearity test aims to determine whether there is a correlation between the independent variables proposed in regression model. Multicollinearity test conducted by looking at VIF (Variance Inflation Factor) generated through the processing of SPSS data. Recruitment policy the results are: (1) if the value of VIF is less than 10, then in the regression model there is no multicollinearity problem; (2) if the VIF is more than 10, then one the load variable must be excluded from the regression model.

c. Heteroscedasticity Test. Heteroscedasticity test aims to determine whether in the regression model there are differences in variance from observation to observation another. Heteroscedasticity test is done by looking at the presence or absence of patterns particular on the graph, where on the X-axis is the prediction of the dependent variable and the Y - axis is the standardized residual (y predicted-y true). Basic decision-making heteroscedasticity test to test whether in regression model occurs inequality of residual variance of an observation with other observations. Detection of heteroscedasticity, namely by using scatterplot. If there is a certain pattern, such as dots that form a regular pattern (wavy, widened, then narrowed) or the point collects in a side means heteroscedasticity occurs.

Multiple Regression Analysis. Used in this study to determine the relationship leadership style variables (X1) and motivation variables (X2) with variable satisfaction work (Y). Where the formula is as follows:

$$Y = a + b1X2 + b2X2$$

Source: (Djarwanto PS, 2003)

Where: Y : dependent Variable(job satisfaction); a : intercept value (constant); bi-b2 : Linear regression coefficient; X_1: independent variable (leadership style); X_2: variable Independent (work motivation).

Test R Square. R-Square testing aims to measure the amount of porposi or percentage of the amount of variance of the dependent variable or to measure the contribution from the independent variable to the dependent variable. A small R value means the ability of independent variables in explaining the variance of the dependent variable very limited, while the value of the magnitude (close to 1) means the variables independently provide nearly all the information needed to predict variance of the dependent variable.

Research Hypothesis Testing. After the regression equation is found, the stage next is to test the research hypothesis to determine is there a variable influence of leadership style and work motivation (independent) of job satisfaction variables (dependent). Hypothesis testing is done Test statistics that use the F test (overall) and T test (partially).

Test F. This test is used to determine whether the independent variables together significantly affect the dependent variable. Testing this simultaneous is a one-way test using a 95% confidence level. Ho is accepted if F counts ^ F tables while Ho is rejected if F counts > F tables. Steps his Test is as follows: (a) formulate a hypothesis (formulate Ho and Ha); (b) determine the value of a(in this study determined a = 5%); (c) Compare the value of A with the value of a;

T test. T test is used to determine which independent variables play the most role of the dependent variable.

RESULTS AND DISCUSSION

Test Of Normality. Normality test conducted by looking at the spread of data or not on the diagonal axis of the normality test graph (Normal Probability P-P Plot).

Normal P-P Plot of Regression Standardrized Residual
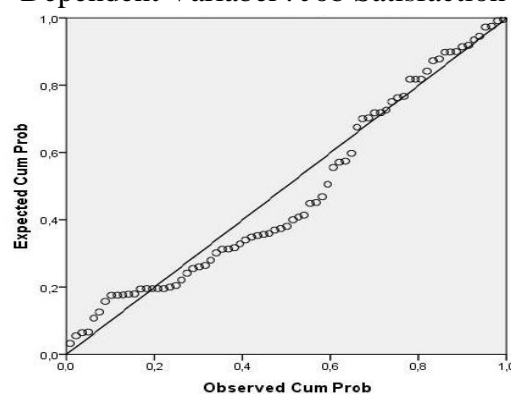Dependent Variabel : Job Satisfaction

Figure 2. Normal Probability Diagram

From the test results through the assumption of normality Normal Probability P-P Plot is known that the data spread around the diagonal line and follow the direction of the diagonal line, then the regression model it meets the normal assumption.

Multicollinearity Test. The existence of multicolinearity identified through the amount the value of VIF (Variance Inflation Factor). If VIF is less than 10, then in the regression model there is no multicollinearity problem.

Table 1. Multicollinearity Test

Model		Colinearity Statistics
		VIF
1	(Constant)	
	Leadership Style	1.551
	Motivation	1.551

In Table 1 Above, It is known that the VIF obtained by each variable is less than 10, so in the regression model there is no problem of multicollinearity.

Uji Asumsi Heteroskedastisitas melalui *Scatter Plot*

Scatterplot
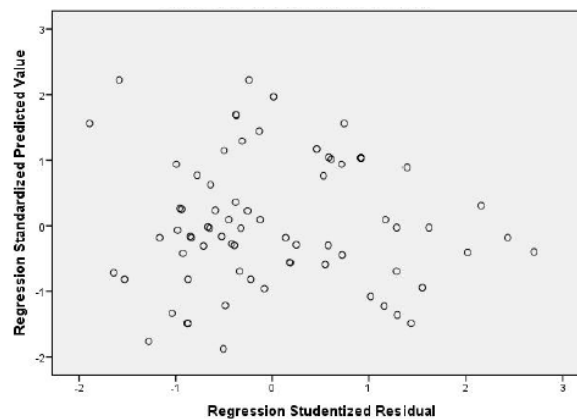**Devendent variable : Job Satisfaction**

Figure 3. Penar Diagram (Scatter Plot)

From the results of the test assumption heteroscedasticity through scatter plots can be seen that the points spread over and under the zeros of the Y-axis, then this regression model has variance similarity or heteroscedasticity does not occur. Multiple Regression Analysis. Multiple regression analysis is used to determine the effect independent variable to change the dependent variable. In this case the variable independent is leadership and compensation, while the dependent variable is work motivation.

Table 2. Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error		Beta
Constant) Style	7.085	2.580		
Leadership	0.383	0.106		0.381
motivation	0.407	0.108		0.399

Based on Table 2, the regression equation can be formulated as follows: RI = 6.333 + 0.383 lead + 0.407 mot. The explanation of the regression equation is as follows: (1) if all dimensions of leadership and motivation = 0 then the RI of 7.085; (2) If a change in leadership style of 1 unit, then RI will experience change of 0.383 Units; (3) if there is a change in motivation of 1 unit, then RI will experience a change of 0.407.

In addition, from the equation is also known that the value of the regression coefficient (B) the largest is the motivation of 0.407. Then followed by a leadership style of 0,383.

F Test

Table 3. Multiple regression coefficient test simultaneously with f Test

Model	Sum of Square	df	Mean Square	F	Sig
Regression	653.829	2	326.915	33.852	0.000[b]
Residual	659.318	72	9.657		
Total	1349.147	74			

Based on Table 3 obtained significance level of 0.000 where the figure less than 0.05, this means that there is at least one independent variable affect the motivation of work, because the significance of the number is smaller than @= 5%. as for formulation of the hypothesis as follows :

H_3: there is the influence of leadership and motivation together against job satisfaction of employees at PT Indofood.

Hypothesis Testing. To answer the formulation of research problems regarding the influence leadership style and motivation to job satisfaction then the research hypothesis should tested first. This study uses SPSS version 20 in conducting hypothesis testing. Hypothesis testing is performed partially and simultaneously. Testing partially done with the aim to see the effect of each independent variable against the dependent variable, while testing simultaneously performed with the purpose of seeing the effect of all dependent variables simultaneously on the variable dependent. Here is the SPSS output regarding hypothesis testing.

Table 4. Simple regression coefficient test with T-test coefficients

Model	Unstandardized Coefficients			Standardized Coefficients	
	B	Std. Error	Beta	T	Sig.
(*Constant*)	7.085	2.580		2.746	.008
Leadership Style	.383	.106	.381	3.612	.001
Job satisfaction	.407	.108	.399	3.783	.000

Test The First Hypothesis. The formulation of the first hypothesis is as here:

H_1: there is a significant and positive influence between leadership style on job satisfaction of employees of PT Indofood.

From Table 4 can be seen that the variable leadership style of satisfaction work has a significance level of 0.000. This means leadership style partially positive effect on job satisfaction because the numbers the significance is less than @ = 5%. So, it can be concluded that H_1 is not rejected.

Test The Second Hypothesis. The formulation of the second hypothesis is as follows:

H_2: there is a significant and positive influence between motivation and job satisfaction employees of PT Indofood. From Table 4 it can be seen that the motivation variable on job

satisfaction has a significance level of 0.000. This means motivation partially positive effect on job satisfaction because the numbers the significance is less than @ = 5%. So, it can be concluded that H2 is not rejected.

Testing R-Square (R2). R-Square to determine the contribution of variables independent of the rise and fall of the dependent variable. The following are the results calculation using SPSS:

Table 5. Testing R-Square (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.696[a]	.485	.470	3.108

Influence of leadership style on employee job satisfaction at PT Indofood. According to Nawawi (2008: 229) leadership is an ability to move or motivate members of the organization to simultaneously perform the same activity and directed in the achievement of its objectives. Leadership also is an important aspect in managing the organization because the ability to lead it's one of the keys to being a good manager. Instead the managers need to strive to run the basics of leadership in order to become a leader effective (Nawawi, 2008: 230).

T test the influence of leadership on job satisfaction results in t count = 3.612 with significance value = 0.001 < 0.05. Based on these results, H0 was rejected and H1 was accepted, it can be concluded that leadership style has an effect on employee job satisfaction at PT Indofood.

The effect of work motivation on employee job satisfaction at PT Indofood. Motivation according to Anoraga (2005) in Purwati (2009) is a need that encourages action for a specific purpose. So work motivation is something that raises the spirit or encouragement of work. Meanwhile, according to Robbins (2002: 225) is the willingness to do a high level of effort in order to achieve organizational goals, which is conditioned by the ability of the business to satisfy the needs of a number of individuals.

T test the effect of work motivation on job satisfaction results in t count = 3.783 with significance value = 0.000 < 0.05. Based on these results, H_0 was rejected and H1 was accepted, it can be concluded that work motivation has an effect on employee job satisfaction at PT Indofood.

The influence of leadership style and work motivation together on employee job satisfaction at PT Indofood. Dole and Schroeder (2001) in koesmono (2005), suggested that job satisfaction can be defined as the feelings and reactions of individuals to their work environment. Furthermore Koesmono (2005) suggests that job satisfaction is an assessment, feelings or attitudes of a person or employee towards work or the attitude of a person or employee towards his work and related to the work environment, type of work, compensation, relationships between colleagues, social relations in the workplace and so on.

F test the effect of leadership style and work motivation on employee satisfaction resulted in F = 33,852. Obtained significance level of 0.000 where the number is smaller than 0.05. This means that there is at least one independent variable that affects job satisfaction, because the significance number is smaller than @ = 5%. It can be seen that the value of R-Square is 0.485, which means that 48.5% of the dependent variable of job satisfaction can be explained by leadership style and motivation, while the rest (100% -48.5%) = 51.5% is explained by other variables

CONCLUSION

Based on research and discussion that has been done about the influence of leadership and compensation on employee motivation at PT Indofood, by using the F test and ujiT then the conclusions that can be drawn are as follows: (1) there is a significant and positive influence between the style leadership to partial job satisfaction in employees of PT Indofood; (2) There is a significant and positive influence between work motivation on partial job satisfaction at PT Indofood employees; (3) there are significant and positive influence between leadership style and work motivation together on employee job satisfaction at PT Indofood.

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