



The Effect of Communication, work Motivation and Leadership on Employee Performance at PT. Alfa Scorpii Medan

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ABSTRACT

The purpose of this study was to test and analyze the influence of communication, work for motivation, and leadership on employee performance at PT. Alfa Scorpii Medan. This research is descriptive research. The population of this study was employees of PT. Alfa Scorpii Medan Indonesia, totaling 136 people. The sample in this study was 102 people with the Slovin Formula and the Sampling Technique, namely Simple Random Sampling. The statistical method used is multiple linear regression analysis. The results showed that partially stated that Communication, Work Motivation, and Leadership had a significant effect on Employee Performance at PT. Alfa Scorpii Medan. And also simultaneously stated that Communication, Work Motivation, and Leadership have a significant effect on Employee Performance at PT. Alfa Scorpii Medan. The conclusion of this research is simultaneous and partial communication, work motivation, and leadership has a significant effect on employee performance at PT. Alfa Scorpii Medan..

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1. Introduction

Performance (job performance) is a real behavior that is displayed by everyone as the work performance produced by employees following their role in the company. The performance of an employee plays an important role for a company because the performance of each employee is a contribution to the achievement of the performance of each organizational function and in turn, the performance of organizational functions contributes to the achievement of organizational performance. This is what makes every company that has been struggling in this competition for a long time must continue to make changes in human life so that companies can continue to maintain their survival.

In Indonesia, there are many distributors of Yamaha products, one of which is PT. Alfa Scorpii Medan. PT. Alfa Scorpii Medan sells various kinds of motorcycle items including Yamaha Vega, Yamaha Mio, Yamaha Jupiter, Yamaha Vixion, Yamaha Bison, Yamaha Xion, and Yamaha Scorpio. To maintain its service to consumers, PT. Alfa Scorpii Medan always strives for the performance of each employee by paying attention to the work motivation and work discipline of each employee. With the work motivation and high work discipline, it is hoped that PT. Alfa Scorpii Medan creates a family atmosphere, a harmonious atmosphere, and synergy between employees and buyers and creates a conducive atmosphere and a calm atmosphere between owners and workers.

From observations at PT. Alfa Scorpii Medan, Yamaha motorcycle sales show a decline, namely sales from January 2020 of 1,064 units and sales in December 2020 of 698 units. The decline in sales is due to employee performance problems such as when working, employees have not been able to show good quality work and employees are not able to manage and take advantage of the time to complete work under the targets set by the company.

One of the factors that can affect employee performance, one of which is communication. From observations at PT. Alfa Scorpii Medan there are data on the number of communication errors at PT. Alfa Scorpii Medan during 2020. The number of communication errors that often occur between warehouse staff and engineering staff and warehouse staff with sales staff. This is because the manager and the head of the division do not establish good communication with their subordinates so that there are many mistakes in the implementation of work.

Another factor that can affect employee performance is work motivation. The problem of motivation can be seen in the bonus giving data which shows a decrease in bonus giving during 2020. This is due to the absence of continuous allowances or awards from the company so that employees feel less challenged at



work and too much responsibility that must be done by employees so that employees do not can complete work according to company targets.

The last factor that can affect employee performance is leadership. From observations at PT. Alfa Scorpii Medan, there is an increase in the number of employee violations that have occurred during 2020. This is due to the lack of assertiveness of leaders towards employees so that employees commit violations such as employees often not wearing work uniforms and less effective leaders in supervising employee work so that there is an increase in employee tardiness in carrying out work such as delays in submitting sales reports or delays in submitting stock reports.

2. Research Method

2.1 Location, and Time

The research was conducted at PT. Alfa Scorpii Medan, which is located at Jalan H. Adam Malik, No. 30, Medan. The research time is planned from February 2020 to September 2020.

2.2 Population, and Sample

The population in this study were all employees of PT. Alfa Scorpii Medan, which is known to number 136 people. Employees of PT. Alfa Scorpii Medan consists of managers, staff employees, technicians, office boys, drivers and security guards.

2.3 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem under study. 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 item.

2.4 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 and reliability, all the questionnaires had met the valid and reliable criteria and were eligible to be used as a questionnaire in further research.

3. Research and Analysis

3.1 Normality Test

The 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.

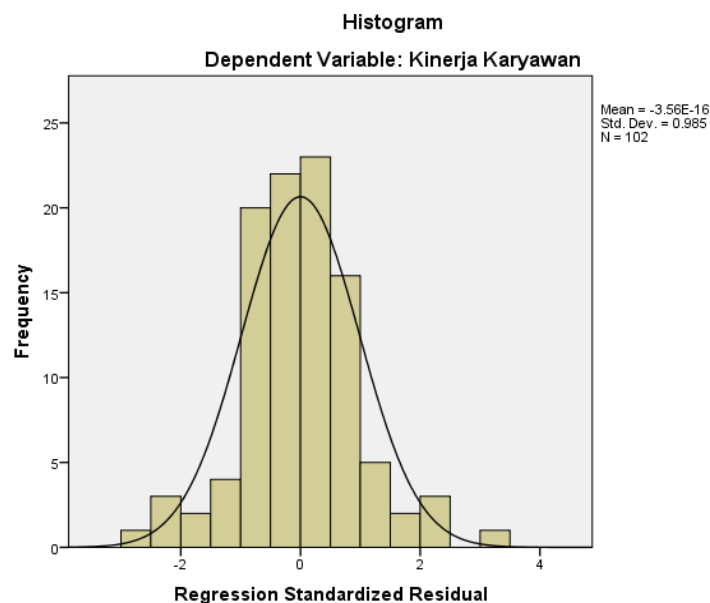


Fig 1 Histogram Graphic

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.

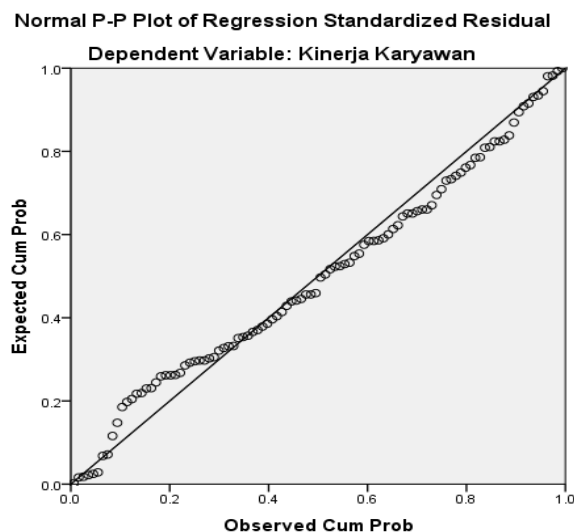


Fig 2 Normal Probability Plot of Regression Graphic

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

Table 1
 One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		102
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.84682514
Most Extreme Differences	Absolute	.086
	Positive	.063
	Negative	-.086
Kolmogorov-Smirnov Z		.873
Asymp. Sig. (2-tailed)		.430
a. Test distribution is Normal.		
b. Calculated from data.		

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.430, 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 Communication	.384	2.606
Work Motivation	.390	2.567
Leadership	.631	1.585

a. Dependent Variable: Employee Performance

Source: Research Result, 2021

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



3.3 Heteroscedasticity Test

Heteroscedasticity is a condition wherein 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.

Various kinds of heteroscedasticity test, such as the Scatterplots test, which is done by looking at the pattern points on the graph that spreads randomly, and is not in the form of a pattern on the graph, it is stated that there is no heteroscedasticity problem and the Glejser test where if it is significant above 0.05 then it is stated that there is no problem in heteroscedasticity.

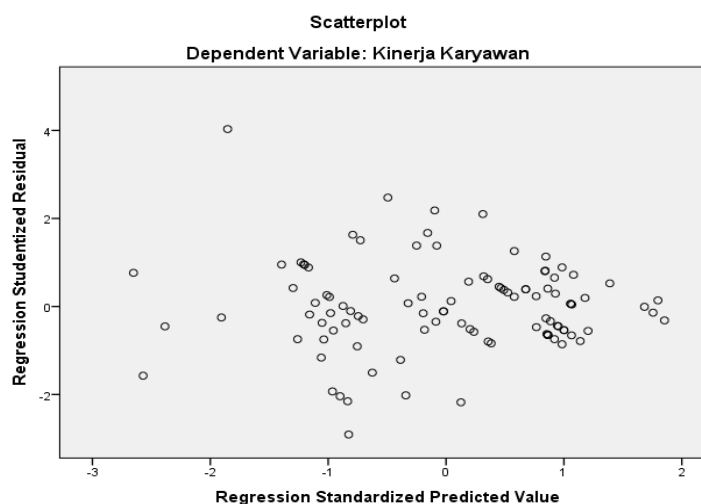


Fig 3 Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread r, andomly, 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	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.613	1.343		1.946	.054
1 Communication	-.053	.057	-.146	-.937	.351
Work Motivation	-.096	.058	-.254	-1.647	.103
Leadership	.082	.052	.191	1.574	.119

a. Dependent Variable: Employee Performance
Source: Research Result, 2021

Based on the table above, 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	t	Sig.
	B	Std. Error	Beta		
(Constant)	.811	1.858		.436	.663
1 Communication	.455	.078		.462	5.812
Work Motivation	.375	.080		.367	4.662
Leadership	.165	.072		.142	2.294

a. Dependent Variable: Employee Performance
Source: Research Result, 2021

$$Employee\ Performance = 0,811 + 0,455\ Commuction + 0,375\ Work\ Motivation + 0,165\ Leadership\ (1)$$



Based on the above equation, then: Constant (a) = 0.811. it means that if the independent variables, namely communication, work motivation and leadership have a value of 0 then the performance at PT. Alfa Scorpii is 0,811. Where if there is an increase in one-unit communication, the performance will increase by, 0.455. Likewise with work work motivation where if there is a one-unit increase, the performance will increase by 0.375 and if there is a one-unit increase in leadership, the performance will increase by 0.165.

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 (X) 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 the coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to 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 Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.763	.756	2.890

a. Predictors: (Constant), Leadership, Work Motivation, Communication

Based on the table above, the value of the Adjusted R Square coefficient of determination is 0.756. This shows that the ability of the variables of communication, work motivation and leadership explains their effect on employee performance at PT. Alfa Scorpii Medan with 75.6%. While the remaining 24.4% is the influence of other independent variables not examined in this study such as work conflict, compensation, organizational climate, training, performance appraisal and other factors.

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: $F\text{-count} < F\text{-table}$

H_a Accepted if: $F\text{-count} > F\text{-table}$

Table 6
 ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2632.474	3	877.491	105.057	.000 ^b
	Residual	818.546	98	8.353		
	Total	3451.020	101			

a. Dependent Variable: Employee Performance
 b. Predictors: (Constant), Leadership, Work Motivation, Communication

Based on the table above, it is found that the value of F_{table} (2.70) and significant $\alpha = 5\%$ (0.05), namely F_{count} (105.057) 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 communication, work motivation and leadership have a positive and significant effect on performance.

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 are:

H_0 Accepted if: $t\text{-count} < t\text{-table}$,

H_a Accepted if: $t\text{-count} > t\text{-table}$



Table 7
Coefficient Test

Model		t	Sig.
I	(Constant)	2,616	,010
	Communication	9,258	,000
	Work Motivation	4,992	,000
	Leadership	-3,289	,001

a. Dependent Variable: Employee Performance
Source: Research Result, 2021

Based on the table above, it can be concluded that leadership and work discipline partially have a positive, and significant effect on employee performance which can be seen at the t-count is greater than t-table (1,984), and the significant is less than 0,05.

4. Conclusion

Based on the results of this study, it can be concluded several things such as:

- The results of t test and F test state that both partially and simultaneously the variables of communication, work motivation and leadership have a significant effect on employee performance at PT. Alfa Scorpii Medan.
- The results showed that the variables of communication, work motivation and leadership explain their effect on employee performance at PT. Alfa Scorpii Medan with 75.6%. While the remaining 24.4% is the influence of other independent variables not examined in this study such as work conflict, compensation, organizational climate, training, performance appraisal and other factors.

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