

THE EFFECT OF LEADERSHIP IN IMPROVING AND MOTIVATING EMPLOYEE PERFORMANCE

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Abstract

Leadership in an organization has a very important role in leading activities by using non-coercive influence in motivating employees to achieve certain goals through the communication process. Work motivation is a condition or energy that moves employees who are directed or focused on achieving the company's organizational goals. Leadership can affect employee performance. The success or effectiveness of a person's leadership is not only measured by how to empower his subordinates, but also his ability to carry out company policies through his leadership style or manner so as to improve employee performance.

Keywords: Leadership, Work Motivation, Employee Performance

INTRODUCTION

In the journal, several researches have been found for the development of the information age of every social organization and business organization.

1. According to Nasazzi (2013) in the journal (Charles Dw Simaremare. 2015) training has a significant effect on employee satisfaction and performance. Then based on the foreign journal Schmidt (2010) entitled "the relationship between job training and job satisfaction: A review of literature" and the results state that training and satisfaction are one measurement construction.
2. According to brahmasari and suprayetno (2008) in the journal (Charles Dw Simaremare. 2015) leadership has no effect on employee job satisfaction.
3. According to Kesuma (2007), in the journal (Charles Dw Simaremare. 2015) the work environment has an effect on satisfaction and has no effect on employee performance. Meanwhile, according to Umar (2006) training has an effect on satisfaction and employees. Meanwhile, according to Umar (2006) training has an effect on satisfaction and satisfaction has an effect on employee performance.
4. According to Pamudji (1988: 39), in the journal (Hj. Tati Nurhayati 2012), according to him, leadership exists in every group effort or has a strategic position in group or organizational activities, therefore, leadership is the ability to mobilize or mobilize people people in the direction desired by the leader.
5. According to (Kreitner & Kinicki, 2008) in the journal (Dewi Sandy Trang.2013) Leadership is the process of influencing from one individual to another to achieve a common goal
6. According to Jacob and Jacques (2006), in the journal (Dewi Sandy Trang.2013) leadership is a process to influence a group that is organized to achieve common goals

METHOD

This study uses the literature review method containing a description of the theory, contains reviews, summaries and several library sources (can be articles, and journals) from research works and existing results produced by researchers.

RESULTS AND DISCUSSION

Leadership is one of the easiest phenomena to observe, but the most difficult to understand. As an important factor that drives, directs, and coordinates various other factors in organizations, leadership has been defined in terms of individual characteristics, behavior, influence on others,

patterns of behavior. -patterns of interaction, role relationships, place in an administrative position and other people's perceptions of the legitimacy of influence.

Leaders play a very important role in improving employee performance. Vadeveloo (2009) states, the effectiveness of leaders in communicating has a significant effect on employee performance. Balthazard (2009), states that transformational leadership has a significant effect on team decision making which causes an increase in employee performance. According to Lievens (2005), transformational leadership has a positive and significant effect on employee performance. Likewise, Agustina (2012) states, transformational leadership and motivation affect employee performance.

Leadership also affects employee motivation, in addition to influencing employee performance. Xiaomeng and Kathryn (2010) stated that leadership that has power has an effect on employee performance with work motivation as a mediating variable. John and Gregory (2012) stated that leadership plays an important role in motivating employees, and employee motivation has an impact on employee performance. Anne (2008) states that leadership is very influential on employee performance with work motivation as an intervening variable.

Motivation is the driving force within the individual that gives the driving force to do something as well as possible. If the individual has high motivation, he will perform high so that the goals to be achieved and what the company wants can be realized. Thus, the starting point of motivation is the individual because motivation resides in each individual. Diversity of motivation will create a variety of behavior patterns of employees in a company.

Work motivation is an individual motivation that moves employees who are directed or focused on achieving the company's organizational goals (Winandi, 2002:1; Robbins, 2002:198). Work motivation is one of the important determinants of individual achievement in an organization. The impact of work motivation is the creation of employee passion so that employee work productivity will increase. Work motivation is a very important factor in improving employee performance. Employee performance is the result of multiplication or function of work motivation. Employees who are motivated at work will be able to achieve optimal performance. Good performance is a step towards achieving goals

An organization will succeed or even fail largely determined by leadership (Thoha, 2004). In this case the transformational leadership model will play a very important role for every organization. Transformational leadership is the ability to inspire and motivate followers to achieve greater results than originally planned and for internal rewards. This includes developing a closer relationship between the leader and his followers, not just an agreement but more based on trust and commitment

The progress of a company will depend on its leadership in managing the organization, because employee loyalty and discipline will provide support for responsible and highly dedicated leaders. In addition, the leader as a person who has the ability, competence, distribution of power, and involves other parties, plays a major role in the survival of the organization by implementing an organizational culture that is balanced with employee values as a social glue for all members of the organization.

To support the achievement of employee performance, the role of motivation is very important as a force that exists within individuals that will move people to do things with more enthusiasm, especially in work motivation which plays a role in employee performance. responsibility of the leader, because to motivate employees in a dynamic organization is not an easy thing, considering the motivational theories used are mostly static.

The concept of performance refers to the level of achievement of employees or organizations against job requirements. Stoner (1995:113) argues that performance is an achievement shown by employees. This is the result achieved in carrying out assigned tasks based on skills, experience, sincerity, and available time. Meanwhile, Bernardin & Russel (1998: 239) explain that performance is

CONCLUSION

Employee performance is the embodiment of work carried out by employees which is usually used as a basis for evaluating employees or organizations. Good performance is a step towards achieving organizational goals. Satisfaction will affect employee performance if the satisfaction obtained by employees from their work because there is a match between what is expected and what is received is able to encourage employees to achieve optimal performance. The condition of job satisfaction or dissatisfaction becomes feedback that will affect employee performance.

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