THE INFLUENCE OF LEADERSHIP AND MOTIVATION ON EMPLOYEES PERFORMANCE OF THE NATIONAL LIBRARY OF INDONESIA

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Abstract— This research aims to analyze the impact of leadership and motivation, either individually or jointly, to employee performance of the National Library of Indonesia. This research was conducted by survey questionnaire distributed to 89 respondents who are employees of the National Library of Indonesia. The sampling technique used was disproportionate stratified random sampling. The analysis used in this study is the correlation and simple and multiple linear regression, t test and F test to determine the effect of each independent variable and simultaneously on the dependent variable. The research proves that the leadership has a positive influence on employee performance by 23.8 % and the motivation to have a positive influence on employee performance by 15.6%. Simultaneously, leadership and motivation positive effect of 35.1 %.

Keywords— Leadership, Motivation & Performance.

I. INTRODUCTION

In line with the development of increasingly global business world, the management of an organization should be conducted in a professional and productive, so that the organization can maintain his life and continues to grow up along with the advancement of age. The development concept is generally made to employees who function as cogs organization. Employee development has to do with continuity is maintained well and focused.

To achieve maximum performance of the employee, use the proper leadership from the boss, is one factor that can drive, steer, guide and motivate employees to perform better at work.

Leadership is a process of a leader to provide direction, guidance and supervision in order to achieve organizational goals. Leadership expected by an employee is leadership oriented to the achievement of organizational goals, unacceptable, creating a climate and organizational culture conducive to the cooperation established in such a way, between superiors and subordinates and between fellow workers. When the situation is thus automatically their entire managerial activities will take place properly without a doubt that the well-being of all employees will be achieved optimally. Employees will be motivated to work with the best response to a leadership expected. But in fact this condition can not be realized because of the following matters:

1. Some leaders are sometimes busy thinking about himself so things are supposed to run to a standstill and many are neglected.
2. The application of rigid rules.
3. Leaders do not understand the attitude and the situation and the personality of each of his subordinates.

National Library as one of the institutions engaged in the education, the leader must show attitude, nature and the right behavior for his subordinates that the leader is able to be an example and a place to ask even a place to complain for employees.

Another thing that needs attention in order to optimize the performance of employees is the motivation in the work. Various ways can be done for example by providing support in the form of systems, facilities and infrastructure for the completeness of the work and other things as a form of recognition and awards in various forms moriil and material. The linkage between the provision of rewards as a token of appreciation on the one hand and the implementation of the supervisory function optimally in the other hand is believed to be directly related to the growth of morale that can maximize employee performance. This time at the National Library still found a lack of motivation such as:

1. Still the employees who come late to work
2. The employees are passive towards work
3. Most employees are not punctual in completing the work
4. There is still an employee who left the task during office hours without a valid explanation.

Employee as an individual has a condition that is not in the attitudes and habits that grow and are shaped by circumstances and experiences of each. The individual characteristics are directly or indirectly affect the performance based on the motivation to work. Conditions characters as above pose a problem for the leader to accommodate the properties of an employee in order to be able to carry out the work to the fullest. Leaders also need to create a condition that can provide job satisfaction for employees which in turn leads to an increase in employee performance as expected. Therefore, it is necessary to determine

the influence of leadership and motivation to employee performance at the National Library.

II. MATERIAL AND METHODS

This research is a descriptive quantitative, was beginned from may untilljuly 2016 in The National Libraryof Indonesia.

Kind of research method used is survey method, the research focuses on the data samples taken from a population that is set in the research and this study not only illustrates clearly the empirical facts that received in the field but has the effect of one variable with another variable. (Sugiyono, 2004:3).

Population in the statistics refer to a collection of individuals with distinctive characteristics of concern in a research. Sugiyono stated (2010: 117),Population is the generalization region consisting of: objects / subjects that have certain qualities and characteristics defined by the researchers to learn and then drawn conclusions.

Sugiyono (2010: 118) says that the sample is part of the number and characteristics possessed by the population. If the population studied is very large and probably not all individuals / objects in the population studied one by one, then simply take a sample of the population.

To determine the number of samples that need, it can be used formula Slovin (Umar, 2003) are:

$$n = \frac{N}{1 + Ne^2}$$

information :

n = sample size

N = population size

e = per cent leeway inaccuracy due to errors making up the still to be tolerated at 0.1 or 10%..

For sampling in this study is disproportionate stratified random sampling technique. The number of samples in this research are 89 people.

Data analysis techniques in this study consisted of: 1) Data Quality Test, 2) Requirements Analysis Test and 3) Testing the hypothesis. The technique used to analyze the influence of independent variables, either partially or simultaneously, the dependent variable is the correlation and simple and multiple regression, coefficient of determination, t test (partial) and F test (multiple).

III. RESULTS AND DISCUSSION

a) Results

From the results of the research with the help of data processing calculation statistical program SPSS for Windows ver. 16.0 t count values obtained 5,329 while the amount t table 1.66. Thus the value of t count > t table, so H01 rejected and Ha1 accepted.With proven t count > t table, it can be stated that the leadership has a positive and significant influence to the performance of employees of the National Library.

The magnitude of the effect of variable X1 to variable Y by 23.8%, while the rest (76.2%) is influenced by other variables not examined in the reseach. From these results also prove that the relationship between the variables X1 and Y included in the low category by category correlation according Sugiyono (2007).

Also from the data processing obtained t count at 4,009 while the amount t table 1.66. Thus t count > ttable, so H02 rejected and Ha2 accepted. With proven t count > t table, it can be stated that the motivation has a positive and significant influence on the performance of employees of the National Library.

The magnitude of the effect of variable X2 to variable Y by 15.6%, while the rest (84.4%) is influenced by other variables not examined in the reseach.

From the data processing research, the value F counted 24.753 while the amount of 3.10 F table. Thus F count > F table, so H03 rejected and Ha3 accepted.

The magnitude of the effect of variable X1 and X2 together to variable Y by 35.1%, while the rest (64.9%) is influenced by other variables not examined in this research.

b). Discussion

From the research results prove there is a positive and significant influence on employee performance by leadership of the National Library.

Leadership determination coefficient (R^2)obtained at 0.247. This shows that the percentage contribution Leadership influence of independent variables on the dependent variable (Performance) of 24.7%. This value can be categorized as having a low impact by category correlation according Sugiyono (2007). This is because the majority of respondents had worked for 15 years or more, which led to a role of leadership for employees who have been working for less not to significant.

For the coefficient of determination (R^2) Motivation obtained at 0.156. This shows that the percentage contribution of the influence of the independent variable on the dependent variable Motivation (Performance Officer) of 15.6%. This value can be considered to have very low influence by category correlation according Sugiyono (2007). This is because the majority of employees of the male sex and life of over 15 years. Providing motivation for male employees with tenure of more than 15 years did not have a big impact because their behavior more active, and independent because it was aware of the duties and obligations of each.

For the coefficient of determination (R^2) Leadership and Motivation jointly obtained at 0,365. This shows that the percentage contribution of the influence of the independent variables on the dependent variable of 36.5%. This value can be categorized as having a

low impact by category correlation according Sugiyono (2007).

CONCLUSION

Based on the results and discussion, it can be concluded as follows:

1. Leadership influence on the performance of employees of the national library of 23.8 %.
2. Motivation influence on the performance of employees of the national library of 15.6 %.
3. Leadership and motivation together influence the performance of employees of the National Library of 35.1 %, and 64.9 % are influenced by other factors not examined in this study.

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