

# The Influence of Leadership Style on the Performance of Employees of PT Pantja Tunggal Knitting Mill Semarang

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## ABSTRACT

Leadership style is a process in which a person influences other people or a group in an effort to achieve certain predetermined goals. By applying the right leadership style, a leader can motivate his employees to work optimally, so that employee performance can be better. Leadership style is a model or strategy for leading an organization. This research aims to determine the influence of leadership style on the performance of employees of PT. Pantja Tunggal Knitting Mill Semarang. Good employee performance is expected to trigger work enthusiasm towards the Company's vision and mission. The research method used is quantitative research using a simple linear regression method. The sample in this study consisted of 50 respondents using the census method. Data collection uses a questionnaire and data processing uses the SPSS Statistics Version 24.0 analysis tool. Leadership styles have advantages and disadvantages, depending on how a leader maximizes all the potential strengths of an employee. A successful leadership style is a leadership style that is based on conscience, norms, ethics, freedom, giving trust, supervision, ready to accept criticism, constructive suggestions, firm and respecting creativity, innovation and motivation. This will have an impact on improving performance, increasing professional competence and competency. The leadership style played by PT Pantja Tunggal Knitting Mill Semarang has a significant impact on employee performance.

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## 1. INTRODUCTION

Leadership is an important part of management, where a leader must be able to create harmonious integration with his subordinates, including fostering cooperation, directing and encouraging subordinates' passion for work, influencing and providing individual and group attitudes and behavior. Leadership is the way a leader influences the behavior of subordinates, so that they are willing to cooperate and work productively to achieve organizational goals. A person's leadership style in leading a company or organization is very influential and is a determining factor for increasing and decreasing employee performance, therefore it is clear that every company needs an effective leadership style.

The important role of human resources cannot be separated from a leader in carrying out activities. Companies need potential human resources, both leaders and employees, so they can

carry out their duties well. Leadership style is a norm of behavior used by a person when that person tries to influence the behavior of other people or subordinates. Many factors can influence employee performance, including leadership style. (Thoha, 2010) Often a company only demands high performance without paying attention to the factors that influence it, including leadership style and work discipline. However, these factors must be considered to improve employee performance. Increasing employee performance will bring progress for the company to be able to survive in competition. Behavioral norms are a style used by a leader, while norms have the meaning of rules or standards of behavior that are accepted and expected by a group or society. These norms can be written (such as laws or official regulations) or unwritten (such as customs or social norms).

Leadership style is used by someone when that person tries to influence the behavior of other people or subordinates. Many factors can influence employee performance, including leadership style. PT Pantja Tunggal Keniting Mill Semarang is a private company that needs to pay attention to matters related to human resources such as employee performance, including leadership style and other factors. work discipline that can affect employee performance

## **2. RESEARCH METHOD**

This research includes explanatory study research, According to Sugiyono (2014: 115) population is a generational area consisting of objects/subjects that have certain qualities and characteristics which are applied by researchers to study and draw conclusions". The population and sample in this study were 50 employees of PT Pantja Tunggal Knitting mill Semarang and the questionnaires were arranged using a Likert scale with 5 response scales using the SPSS Statistics Version 22.0 for windows.

## **3. RESULTS AND DISCUSSIONS**

PT. Pantjatunggal Knitting Mill Semarang is a company in the garment industry. This company began operating in 1980. This company, which still has PT (Limited Liability Company) status, is included in the National Private Company category. Pantjatunggal has a trading permit from the Ministry of Trade No.045/Daglu21/Kp/Ept/III/1984. Officially getting the permit on March 13 1984 in the Simongan area right on Jalan Simongan Raya No.98, Ngemplak Simongan, West Semarang, Semarang City. The company to this day produces various kinds of knitted and woven products that focus on exports only. Exports that are fulfilled are exports from many countries such as America, Canada, Europe and Asia. The company has met the large overseas demand for high-quality products by continuously improving knowledge, machines and computer systems to achieve its vision and mission.

PT. Pantjatunggal Knitting Mill is based in the Simongan area of Semarang, and has a branch in the North Semarang area, namely on Jalan Mpu Tantular Semarang. Another branch is in the Boyolali area. If the number of industrial employees at PT. The Pantjatunggal Knitting Mill in the center has reached three thousand employees. The number of employees at the Pantjatunggal Knitting Mill company in the Mpu Tantular branch to date is 1,054 people, of which 142 men and 912 women.

Including office staff, permanent workers, company security guards and company management. The company has more than two thousand garment manufacturing machines which enable it to produce more than six hundred thousand pieces of clothing per month. At the start of its establishment, this company was given the name SPSI (All Indonesian Workers' Union), which was only used as a formality within the company in 1990. Then in 2002 there was a mass strike by employees to demand welfare. Therefore, several employees then took the initiative to join the Textile, Clothing and Leather Workers' Union (SPTSK), then the union was merged with SPN (National Workers' Union). However, in 2006 there were differences of opinion which led to a dispute between the two camp administrators which then established an SPN congress. In the end, the workers union then united with KSP and was inaugurated on April 1 2014 at the level of Semarang City. In the process of establishing the PT. Workers Union. The Pantjatunggal Knitting Mill was promoted by employees who felt that their rights were being ignored by a company with 50 employees.

**Table 1.** Results Test Determinasi, Test ANOVA, Test Linier

Equation Models	R <sup>2</sup> Adjs	F	Beta Std	Sig
Y= a <sub>1</sub> + b <sub>1</sub> X <sub>1</sub> + b <sub>2</sub> X <sub>2</sub> + e <sub>1</sub>	0,552	21.082		
<b>Y= Employee Performance</b>				
<b>X<sub>1</sub>=Gaya Kepemimpinan</b>			,552	0,000

The model summary above shows that the Adjusted R Square of 0.552 is obtained, meaning that 55.2% of changes in employee performance variables can be explained by the *leadership style* variable in the model, while the remaining 44.8% is explained outside the model. To determine the formulation of a simple regression equation on the influence of leadership style on employee performance for employees of PT Pantja Tunggal Semarang, a regression coefficient analysis was carried out and the results were obtained. Based on the results of the regression coefficient analysis above, the formula for the simple linear regression equation is:  $Y = 21.360 + 0.423X$ . This means that the constant value is 21.783, meaning employee performance is at 21.76 units, with this assuming the leadership style is in a constant/fixed state.

The test results of the influence of leadership style on employee performance obtained a significance figure =  $0.000 < \alpha = 0.05$  (significant). These results mean that leadership style has a positive and significant effect on employee performance, and the hypothesis is accepted.

#### A. Discussion

Based on the test results regarding data quality tests from each research instrument, a simple linear regression analysis can be carried out regarding the effect of compensation on employee performance, where in carrying out this research test a simple linear regression analysis was used, using the SPSS release 22 program which can be seen in table 4.7

Based on the analysis results, it shows that leadership style has a positive effect on employee performance. These results show that an appropriate leadership style that is accepted by employees will increase employee performance at the company PT Pantja Tunggal Semarang. This is in line with research conducted by Kamaliah (2018) who conducted research to examine leadership style, organizational culture, work motivation on the performance of government accountants. P explained that leadership style has a positive and significant effect on employee performance. Thus it can be concluded that appropriate and effective leadership style, organizational culture, work motivation can improve employee performance. Here it can be seen that with a good leadership style that is more appropriate and accepted by employees because it is in accordance with the energy and abilities expended and appreciates employees' hard work, employees will behave more professionally by working seriously and making various efforts to achieve better work results so that employee performance can be further improved. employee performance, namely loyalty, focus, punctuality, targets and respect for the company and leadership.

#### 4. CONCLUSION

Based on the research results above, it can be concluded that leadership style has a positive effect on the performance of employees of PT Pantja Tunggal Kniting Mill Semarang with the role of leadership style being one of the motivations for employees to remain loyal and in line with company goals. With the results of the regression equation:  $Y = 21.360 + 0.423X$ , it can be concluded that leadership style has a positive and significant effect on employee performance.

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