



The Influence of Leadership and Work Ethic on Employee Motivation at PT. Suryaindah Wiraperkasa Palembang

Rahmad Chandra Saputra¹, Siti Komariah Hildayanti², Shafiera Lazurni³
^{1,2,3}Fakultas Ekonomi, Universitas Indo Global Mandiri

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ABSTRACT

This study aims to analyse the effect of leadership and work ethic on employee motivation at PT Suryaindah Wiraperkasa, Alang-Alang Lebar District, Palembang. The object of this research is all employees of PT Suryaindah Wiraperkasa, Alang-Alang Lebar District, Palembang as many as 40 people. The analysis technique used is multiple linear analysis which is processed using the help of the Statistical Product and Service Solution (SPSS) computer program version 26. Based on the results of data analysis obtained Leadership and Work Ethic have a positive and significant effect on Employee Work Motivation. Based on the results of data analysis, there is an influence of leadership and work ethic on employee motivation at PT Suryaindah Wiraperkasa, Alang-Alang Lebar District, Palembang.

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Corresponding Author:

Rahmad Chandra Saputra

Fakultas Ekonomi,

Universitas Indo Global Mandiri

Jalan Jenderal Sudirman No 629 KM 4 30128 Palembang South Sumatra, Indonesia

Email: rahmadchandra66@gmail.com

1. INTRODUCTION

The quality of human resources is one of the most important elements in carrying out organisational strategies in a superior and competitive manner. Without quality human resources, it will be difficult to achieve the vision, mission and goals of the organisation. Increasing the professionalism of human resources as the main requirement in the development of more competitive work. good and quality human resources at work are human resources who have knowledge, abilities and skills. Therefore, organisations need to take action to develop and improve the quality of employees.

Leadership means a process where a person can become a leader (leader) through continuous activities so that he can influence those he leads in order to achieve organizational or company goals. In addition, leadership will also choose whether or not to fail in achieving an organizational goal. In general, work ethic is all good habits including discipline, trust, responsibility, diligence, and steadfastness based on ethics that must be carried out in the workplace. Work ethic teaches a person or employee to apply Islamic values in the work process. Motivation is the most influential thing on employee performance, because in doing tasks or work if with forced behavior it will have a bad effect on work results and work is not optimal. An employee cannot be separated from the role of motivation, because this is needed by someone, let alone employees, in carrying out an activity.

Based on the results of Stevany, et. al. (2020) on the influence of work facility leadership and work ethic on the work motivation of employees of Bank Negari Padang City. The results of this study state that leadership, work facilities, and work ethic have a significant effect on employee work

motivation. In addition, the results of research by Septiani, (2017) which have been conducted at the Sharia People's Financing Bank (BPRS) obtained a correlation between leadership style and work ethic on employee work motivation at BPRS there is a significant relationship between leadership style and work ethic on employee work motivation at BPRS. From these results it is concluded that there is no difference between the relationship between leadership style and work ethic on employee motivation in BPRS.

PT Suryaindah Wiraperkasa is a trading company engaged in the sale of paper and plastic folders, this company has been established since 2004 and is located at Jalan Bypass Alang-Alang Lebar, Sky Park Bizz Warehousing Complex Blok B 11, Talang Kelapa Village, Alang-Alang Lebar District, Palembang (30154). Based on interviews that researchers conducted on 12 October 2022 with the director of PT Suryaindah Wiraperkasa, namely Mrs. Meliana, S.E that, there is a slight delay if many employees are absent at one time, this will increase the burden on other employees to carry out the tasks of the absent employees and cause quite a long time of service provided. Employee performance can be seen from employee attendance data and their discipline.

Based on the results of interviews and background information conducted on employees at PT Suryaindah Wiraperkasa described above, the authors are interested in conducting research in the form of scientific work entitled "The Effect of Leadership and Work Ethic on Employee Motivation at PT Suryaindah Wiraperkasa".

2. RESEARCH METHOD

In this study the authors took the object of research at PT Suryaindah Wiraperkasa Palembang. The scope of this research is on variables related to human resource management including leadership, work ethic, and work motivation which are related to directly affect employee performance so as to make quality leaders with employees who have high performance.

The object of the research is the influence of leadership, work ethic and employee work motivation. The subjects in this research are company employees. This study aims to determine whether leadership and employee work ethic affect employee work motivation at PT Suryaindah Wiraperkasa. The factors that will be examined are, how the influence of leadership on employee work motivation, how the influence of work ethic on employee work motivation and how the influence of leadership and work ethic on employee work motivation.

Data collection technique is one aspect that is very instrumental in the smoothness and success of a study by collecting the data needed to answer the formulation of research problems. The data collection used in this study is as follows:

- a. Interview is a conversation between two or more people conducted by the interviewer and the interviewee. Interviews are also used as a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be researched.
- b. Questionnaire (Questionnaire) is a data collection technique that is done by giving a set of questions or written statements to respondents to answer, with an efficient data collection technique if the researcher knows exactly the variables to be measured and knows what to expect from the respondent. The questionnaire in this study uses digital assistance, namely Google Form, Google Form is a useful tool to assist in making information collection easy and efficient. This application is used to make it easier to disseminate questionnaire information and more efficient, namely by inputting questionnaire questions through Google Form and later will be distributed digitally via a link to research respondents. And the distribution of questionnaires directly to respondents.
- c. Observation is a data collection technique that is carried out through an observation, accompanied by notes on the condition or behaviour of the target object. Observation is the systematic observation and recording of the symptoms studied. The observation technique used in this study is structured observation, which presupposes that the researcher knows what aspects of the situation under study are relevant to the research objectives and is therefore in a position to develop a specific plan for making and recording observations before actually starting data collection.

- d. Literature Study Researchers obtain data by searching and reading journals, books that have to do with the problem or object under study.

Table 1. Total employee data at PT Suryindah Wiraperkasa

No	Department	Total
1	Sales counter	1
2	Sales supervisor	1
3	Head of warehouse	1
4	Assistant Warehouse Head	1
5	Collector	1
6	Sales	8
7	Staff	22
8	Driver	5
Total		40

Existing data in the company is obtained through interviews, such as agency profiles, number of employees, organisational structure, vision and mission, recruitment data, career development data, employee performance data and questionnaire distribution.

3. RESULTS AND DISCUSSIONS

This chapter will discuss the results of research at PT Suryindah Wiraperkasa Palembang with 40 respondents in this study which starts from descriptive statistics related to research data (including general description of respondents, research variables, data quality tests, normality tests, and classical assumptions); hypothesis testing results and discussion of hypothesis tests that are statistically tested using the SPSS version 26 data processing program.

Table 2. Respondents by gender

Gender	frequency	Percentage
Male	30	75.0
Female	10	25.0
Total	40	100.0

Table 3. Respondents by age

Age Groups	Frequency	Percentage
20-30	15	37.5
30-40	17	42.5
40-50	5	12.5
50-60	3	7.5
Total	40	100.0

Table 4. Respondents Based on Education Level

Education Level	Frequency	Percentage
SMA	37	92.5
S1	3	7.5
Total	40	100.0

Testing the effect of leadership and work ethic on employee motivation at PT Suryindah Wiraperkasa Palembang was carried out using simple linear regression analysis. Testing the effect of using simple linear analysis is done to test the effect of the independent variable on the dependent variable. Submission by looking at the spread of data (points) on the diagonal source of the Scatter Plot graph, the basis for decision making is if the data spreads around the diagonal line and follows the diagonal line, the regression model fulfils the assumption of normality. If the data spreads far from the regression or does not follow the flow of the diagonal line, then the regression model does not fulfil the assumption of normality.

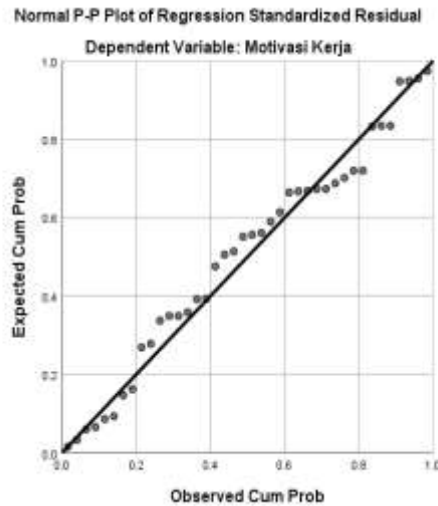


Figure 1. Normality Test Results

Then the above results can be explained by the results of graphical analysis, namely the scatterplot graph, the points formed must spread randomly, spread both above and below the number 0 on the Y axis. If this condition is met, heteroscedasticity does not occur and the regression model is suitable for use.

Table 5. Glejser Test Results Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.486	1.992		2.754	.009
	Leadership	-.048	.044	-.204	-1.083	.286
	Work Ethic	-.059	.075	-.147	-.781	.440

a. Dependent Variable: RES2

In the calculation results, it is known that the significance value of the Leadership variable is 0.286 while the work ethic variable is 0.440. Based on this, it can be concluded that there is no heteroscedasticity between the independent variables in the regression model.

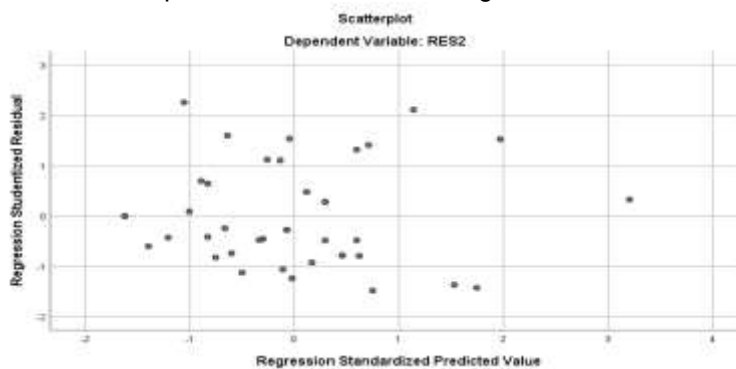


Figure 2. Heteroscedasticity Test Results

By looking at the scatterplot graph above, it can be seen that the points spread randomly, and are spread both above and below the number 0 (zero) on the Y axis. So it can be concluded that there are no symptoms of heteroscedasticity in the regression model used.

Table 6. Partial Test Results (t Test) Coefficients^a

		Coefficients ^a				
		Unstandardized Coefficients	Standardized Coefficients			
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	20.938	3.121		6.708	.000
	Leadership	.347	.076	.598	4.597	.000

a. Dependent Variable: Work Motivation

Based on table 6 above shows that the calculated t value for leadership is 4.597 > from t_{table} 2.026 with a significance level of 0.000 < 0.05, then H₀ is rejected and H_a is accepted so that the hypothesis is stated that leadership has a positive effect on employee work motivation.

Table 7. Partial Test Results (t Test) Coefficients^a

		Coefficients ^a				
		Unstandardized Coefficients	Standardized Coefficients			
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	13.486	3.447		3.912	.000
	Work Ethic	.705	.111	.716	6.322	.000

a. Dependent Variable: Work Motivation

Based on Table 7, shows that the calculated t value for work ethic has a calculated t value = 6.322 > from t_{table} 2.026 with a significance level of 0.000 < 0.05, then H₀ is rejected and H_a is accepted. So that the hypothesis that work ethic has a positive effect on employee work motivation is accepted.

Table 8. Simultaneous Test Results (F Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	249.690	2	124.845	24.388	.000 ^b
	Residual	189.410	37	5.119		
	Total	439.100	39			

a. Dependent Variable: Work Motivation

b. Predictors: (Constant), Work Ethic, Leadership

This test is carried out by comparing the significance of the F_{count} > F_{table} value, it means that the regression model is correct, which means that the effect is joint, by looking at the F_{count} > F_{table} value. F_{table} = df(k;n-k), F=(2;40-2), F_{table}=(2-38) = 3,25 (results seen in) with a 5 per cent error rate.

Based on the test results in the table above, it can be seen that the F_{hitung} value is 24.388 with the F_{table} value is 3.25 so that the F_{count} > F_{table} value or 24.388 > 3.25 and the significance level is 0.000 < 0.05 then H₀ is rejected and H₁, H₂ is accepted, it can be concluded that the variables of Leadership (X₁) and Work Ethic (X₂) simultaneously have a significant effect on employee productivity at PT Suryaindah Wiraperkasa Palembang.

3.1 Discussion

In this study using 3 (three) variables where leadership and work ethic as independent variables and work motivation as the dependent variable. This research data was obtained from distributing questionnaires with a sample size of 40 respondents.

a. The Effect of Leadership on Employee Work Motivation at PT Suryaindah Wiraperkasa

Based on the results of the partial t test, it shows that the leadership variable has a positive and significant effect on the work motivation of employees of PT Suryaindah Wiraperkasa. This can be seen from the partial test results (t) where $t_{\text{count}} 4.597 >$ from $t_{\text{table}} 2.026$ with a significance level of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. This means that the better the leadership in a company, it will increase employee motivation. Based on the phenomena that occur, leadership and work ethic at PT Suryaindah Wiraperkasa are quite good. However, some employees argue that superiors are less assertive to their subordinates, so that many employees do not obey the rules. The absence of reprimands from superiors and sanctions makes violations made commonplace. A leader must be able to influence his employees so that they act in accordance with the time and cooperatively to achieve goals. The success of a leader depends on his ability to operate each rule in a group and direct it to maximally achieve organisational goals. For this reason, in choosing a leader, there must be basic benchmarks such as intelligence, maturity and flexibility in relationships (communication), self-motivation and achievement drive, and having human relations. The results of this study are in accordance with the research of Harahap & Khair, (2019) that leadership variables have a direct effect on job satisfaction through work motivation. The actual effect is a direct effect. In addition, this research is also in accordance with the research of Aditya Sari & Djumadiono, (2021) that leadership affects employee motivation. Then research from Sembrawa, et. al. (2021) states that the results obtained in this study are that leadership has a positive and significant effect on motivation, meaning that if leadership gets better, work motivation increases. Motivation has a positive and significant effect on employee performance, meaning that if motivation is getting better, employee performance will increase.

b. The Effect of Work Ethic on Employee Work Motivation at PT Suryaindah Wiraperkasa

Based on the research that has been done, the results show that Work Ethic has a positive effect on Employee Work Motivation. This can be seen from the partial test results (t) where $t_{\text{count}} 6.322 >$ from $t_{\text{table}} 2.026$ with a significance level of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. This means that the higher the work ethic in a company, it will increase employee motivation. Based on the phenomenon that occurred in the company, the lack of motivation made the level of awareness of responsibility low, so this had an impact on the decline in employee work ethic. With the low work ethic of employees at PT Suryaindah Wiraperkasa, these employees are not disciplined and not optimal at work. Employees who have a good work ethic will work as much as possible and be more motivated to be even better in the future. The better the work ethic of employees in a company, the higher the employee's motivation to work. The results of this study are in accordance with research conducted by Larosa, et. al., (2022) which states that work motivation has a positive relationship to work ethic. In addition, the same research results exist in Zaenudin's research, (2021), which states that work ethic affects work motivation, so it can be concluded that there is an effect of work ethic on work motivation at the Talang Kelapa sub-district office. Then in line with Bashir's research (2021), which states that work ethic has a significant influence on the work motivation of cleaning staff at the Environmental Service (DLH) of Parepare City.

c. The Effect of Leadership and Work Ethic on Work Motivation at PT Suryaindah Wiraperkasa.

The overall hypothesis test results show that F_{count} on each independent variable $> F_{\text{table}}$. So it can be concluded that Leadership (X_1) and Work Ethic (X_2) simultaneously affect Work Motivation at PT Suryaindah Perkasa. The results of this study are evidenced in the simultaneous F test of 24.388 with a significance value of 0.000 where the value shows less than 0.005 so that this value indicates that the hypothesis in the study is accepted. Good leadership and work ethic will make a meaningful contribution to employee motivation. Based on the phenomena that occur, leadership and work ethic at PT Suryaindah Wiraperkasa are quite good. However, some employees argue that superiors are less assertive to their subordinates, so that many employees do not obey the rules. The absence of reprimands from superiors and sanctions makes violations made commonplace. The results of this study are in line with previous research conducted by Septiani (2017) which states that there is a significant influence between leadership style and work ethic on employee motivation in BPRS. This is evidenced by the value of $F_{\text{count}} 12.637$ greater than $F_{\text{table}} 3.592$ so H_0 is rejected. In line with research conducted by Stevany, et. al. (2020) states that leadership and work ethic have a

significant effect on employee work motivation. With leadership and work ethic carried out together there is a simultaneous relationship in increasing employee work motivation, if leadership in a company is carried out properly it will increase employee work ethic, with increased work ethic it will create good work motivation. Then research conducted by Baihaqi, (2022) on the Effect of Transformational Leadership and Work Ethic on Achievement Motivation in Outsourcing Employees at CV. EN. The results of this study explain that transformational leadership and work ethic have a positive effect on achievement motivation in outsourced employees at CV.EN. This study using scale range analysis and multiple linear regression that has been done can conclude that the positive influence between leadership and work ethic on work motivation, it means that the proposed hypothesis gets support / acceptable and consistent. In other words, leadership and work ethic have a positive effect on work motivation.

4. CONCLUSION

This study aims to determine the effect of leadership and work ethic on employee motivation at PT Suryaindah Wiraperkasa Palembang. Based on the results of research that has been done, it can be concluded that: Leadership has a positive and significant effect on Employee Work Motivation at PT Suryaindah Wiraperkasa. This is evidenced by the difference between t_{count} and t_{table} , where there is a significant influence between the influence of leadership on work motivation can be seen from the results obtained with a t_{count} of $4.597 >$ from t_{table} 2.026 with a significance level of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted so it can be concluded that leadership has a positive effect on employee work motivation. Work Ethic has a positive and significant effect on Employee Work Motivation at PT Suryaindah Wiraperkasa. Employees who have a good work ethic will work as much as possible and be more motivated to be even better in the future. When viewed from the test the calculated value of $6.322 >$ from t_{table} 2.026 with a significance level of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. So it can be concluded that work ethic has a positive effect on employee motivation. Leadership and Work Ethic simultaneously affect Employee Work Motivation at PT Suryaindah Wiraperkasa. This shows that the presence of leadership and work ethic can increase employee work motivation. It can be proven by the value of $F_{count} > F_{table}$ or $24.388 > 3.25$ and the significance level of $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, it can be concluded that Leadership (X_1) and work ethic (X_2) simultaneously have a significant effect on employee motivation at PT Suryaindah Wiraperkasa. In the coefficient of determination (R^2) test, the results were found to be 56.9% So it can be concluded that the magnitude of the influence of leadership variables and work ethic on employee work motivation simultaneously influences with a value of 56.9%, the remaining 43.1% is influenced by other variables not examined by the author in this study such as variable leadership characteristics, communication, work environment, organisational culture and other variables.

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