

The Influence of Leadership Style, Team Work and Work Experience on the Performance of PT Nutrilab Pratama Jakarta Employees

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Abstract

Human resources are the central factor in an organization. Whatever the form and purpose, the organization is founded on a vision for the common good, and in the implementation of its mission is managed and managed by humans. Labor or employees are the most valuable resources in the organization. The phenomenon in this study is the existence of employee performance problems. Based on the observations of researchers in the field that the decline in employee performance is caused by several things, namely leadership style, team work and work experience, the purpose of this study is to analyze the effect of leadership style on employee performance. To analyze the effect of team work on employee performance. To analyze the effect of work experience on employee performance. In this research proposal using quantitative methods. Data collection using a questionnaire, made a number of questions to be filled in by respondents. The population in this study were all employees who worked at PT Nutrilab Pratama Jakarta, totaling 52 people. The sampling technique used is saturated sampling, that is, the total sample is used as a whole. The method used in this study is to use the SPSS 26.0 method Based on the results of leadership style has no effect on employee performance. team work has a positive and significant effect on performance and work experience has a positive and significant effect on performance.

Keywords: Leadership style, team work, work experience

Introduction

Human resources are a central factor in an organization. Whatever its form and purpose, organizations are founded on a vision for common leadership, and in the implementation of their mission are managed and managed by people. Labor or employees are the most valuable resource in the organization. Without a qualified workforce or employees, it is impossible for organizational goals to be achieved properly. Organization is carried out in a system consisting of a group of people who carry out activities routinely and repeatedly in order to achieve a common goal. To achieve these goals, organizations must be supported by quality resources, both material, financial and human resources (Siswandi, 2020).

However, humans always play an active role and lead in every organizational activity, because humans become planners, participants and determinants of the realization of organizational goals. Even if the company's device is very complex, such goals cannot be achieved without the active role of employees. If the active role of employees is not listed, the sophisticated tools owned by the company will not be of use to the company (Hasibuan, 2017: 10).

Performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period (Tri Sulkanain Ahmad, 2021).

Employee performance is the result of work that can be achieved by a person or group of people in a company both qualitatively and quantitatively, in accordance with their respective authorities, duties and responsibilities in an effort to achieve company goals. The success or failure of goals in the organization depends on how the performance process is carried out (Issn &; Novitasari, 2022).

Leadership style is a way or technique of a person in carrying out a leadership and can also be interpreted as a behavioral norm that someone uses when the person tries to influence the behavior of others (Sukmawati et al., 2020). The leadership style applied by a leader has different traits and behaviors in influencing its members, because leaders with good leadership styles always create high motivation for each member (Jaenudin et al., 2020).

Team Work is a system of combining the work of a group supported by various expertise with clarity of purpose, and also supported by leadership and communication to produce higher performance than individual performance (Devi et al., 2022). A team is a work unit consisting of two or more people who interact and coordinate their work for a specific purpose. The advantage of being reliable in teamwork is the emergence of various solutions in synergy from various individuals who are members of teamwork (Jawwad, 2016: 50).

Work Experience is a measure of the length of time or work period that a person has taken can understand the tasks of a job and has carried out it well. Employee work experience in carrying out tasks in an organization is very important role. (Bili et al., 2018). Work experience is a knowledge, skills and abilities possessed by employees that have been obtained from previous jobs or obtained during employee work (Hanum Indriati &; Amga Nazhifi, 2022).

Method

This research was conducted at PT Nutrilab Pratama Jakarta located on Jalan Raya Kebayoran Lama no.18 Jakarta 12210. The research period is from March to August 2023. The approach used in this study is a quantitative approach. Quantitative research is research in which contains numbers that will then be analyzed. Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples. Sampling techniques are generally carried out randomly, data collection using research instruments, quantitative / statistical data analysis with the aim of testing hypotheses that have been set (Sugiyono, 2017: 14). Population is the entire object being studied by the researcher. The population in this study is employees at PT Nutrilab Pratama Jakarta which totals 52 employees. The population in this study was less than 100 people, so all populations were used as research samples, which means the sample in this study was 52 employees of PT Nutrilab Pratama Jakarta. To obtain the data needed in research, researchers use several data collection techniques. Data collection techniques are a way for researchers to collect data so that information that supports their research is obtained. The data collection technique used in this study was a questionnaire questionnaire. A questionnaire is a list of questions given to others to which they are willing to respond according to the user's request. The purpose of distributing questionnaires is to find complete information about a problem to respondents. In this study, questionnaires were used to determine the influence of leadership style, team work and work experience on employee performance. Data analysis techniques can be carried out with the classical assumption testing stage consisting of data normality tests, multicollinearity tests and heteroscedasticity tests. Then the next stage uses path analysis.

Results and Discussion

Result

Validity Test

Table 1 Validity test results

Gaya kepemimpinan	Sig	Keterangan
X1.1	0,000	Valid
X1.2	0,000	Valid
X1.3	0,000	Valid
X1.4	0,000	Valid
X1.5	0,000	Valid
X1.6	0,000	Valid
Team work	Sig	Keterangan
X2.1	0,000	Valid
X2.2	0,000	Valid
X2.3	0,000	Valid
X2.4	0,000	Valid
X2.5	0,000	Valid
X2.6	0,000	Valid
X2.7	0,000	Valid
X2.8	0,000	Valid
X2.9	0,000	Valid
Work experience	Sig	Keterangan
X3.1	0,000	Valid
X3.2	0,000	Valid
X3.3	0,000	Valid
X3.4	0,000	Valid
X3.5	0,000	Valid
X3.6	0,000	Valid
Kinerja karyawan	Sig	Keterangan
Y.1	0,000	Valid
Y.2	0,000	Valid
Y.3	0,000	Valid
Y.4	0,000	Valid
Y.5	0,000	Valid
Y.6	0,000	Valid
Y.7	0,000	Valid
Y.8	0,000	Valid
Y.9	0,000	Valid

source : data processed SPSS 26, (2023)

Based on the results of validity testing on the variables of leadership style, team work

and work experience, it can be seen that all questionnaire items have a significance value of < 0.05 . So that it indicates that the test assumptions have been fulfilled and all items are valid and can be used in research.

Reliability Test

Table 2 Reliability test results

Variabel	Nilai Cronbach's Alpha	Keterangan
X1	0,831	Reliabilitas
X2	0,885	Reliabilitas
X3	0,744	Reliabilitas
Y	0,831	Reliabilitas

source : data processed SPSS 26, (2023)

The results of reliability testing can be found that the resulting value of Cronbach's Alpha > 0.6 can be concluded that the questionnaire item in all research variables has been reliable.

Normality Test

Table 3 Normality test results
One-Sample Kolmogorov-Smirnov Test
 Unstandardized Residual

Unstandardized Residual		
N		52
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.42146337
Most Extreme Differences	Absolute	.084
	Positive	.082
	Negative	-.084
Test Statistic		.084
Asymp. Sig. (2-tailed)		.200 ^{c,d}

source : data processed SPSS 26, (2023)

Based on the results of normality testing with the Kolmogorov-Smirnov One Sample technique, it can be seen that the significance value obtained is 0.200. So that the significance value is $0.200 > 0.05$. That is, the research model has been normally distributed and can be used in research

Linearity Test

Table 4 Linearity test results
ANOVA Table

Sum of Squares		Mean	
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				df	Square	F	Sig.
Y * X1	Between Groups	(Combined)	237.455	15	15.830	2.442	.014
		Linearity	104.811	1	104.811	16.168	.000
		Deviation from Linearity	132.644	14	9.475	1.462	.176
	Within Groups		233.372	36	6.483		
	Total		470.827	51			

source : data processed SPSS 26, (2023)

Based on the significance value of Deviation from Linearity, it is known that the resulting value is 0.176. So there is a linear and significant relationship between the independent variable and the dependent variable.

Multicollinearity Test

Table 5 Multicollinearity test results

Unstandardized Coefficients			Coefficients ^a			Collinearity Statistics	
Model	B	Std. Error	Standardized Coefficients	t	Sig.	Tolerance	VIF
1 (Constant)	10.819	4.101		2.638	.011		
X1	-.100	.050	-.148	-2.007	.050	.834	1.198
X2	.490	.093	.534	5.291	.000	.447	2.237
X3	.504	.154	.335	3.265	.002	.432	2.313

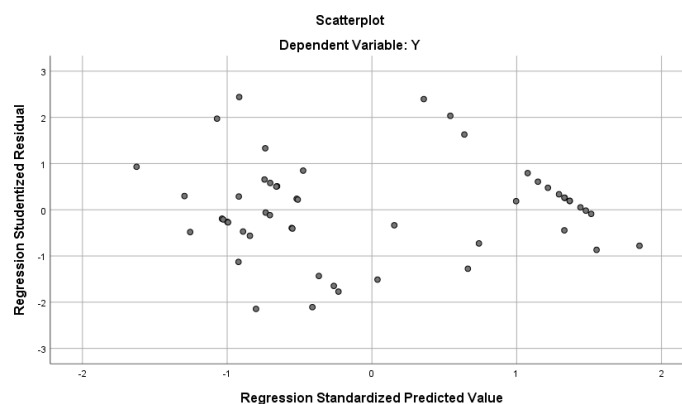
a. Dependent Variable: Y

source : data processed SPSS 26, (2023)

It is known that from the results of multicollinearity testing that each Tolerance value > 0.10 and VIF value < 10.00. Based on these values, it can be seen that there are no symptoms of multicollinearity in the research model and the test assumptions have been fulfilled.

Heterokedasticity Test

Figure 1 Heterokedasticity Test Results



source : data processed SPSS 26, (2023)

Based on the results of heterokedasticity testing that has been carried out in figure 1, it can be seen that the research data points are above and below the number 0. In addition, the data points do not form wavy patterns or specific patterns. Based on these results, it can be said that in the research model there are no symptoms of heterokedasticity and have met the test assumptions.

Double Linear Regression

Table 6 Multiple linear regression test results
Coefficients^a

Unstandardized Coefficients		Std. Error	Standardized Coefficients Beta	t	Sig.
Model	B				
1 (Constant)	10.819	4.101		2.638	.011
X1	-.100	.050	-.148	-2.007	.050
X2	.490	.093	.534	5.291	.000
X3	.504	.154	.335	3.265	.002

a. Dependent Variable: Y

source : data processed SPSS 26, (2023)

Based on the results of multiple linear regression analysis that has been carried out, the regression equation is obtained as follows:

$$KK = (-0,148) GK + 0,534 TW + 0,335WE$$

Referring to the regression equation that has been obtained, the interpretation of the test results is the beta value of the Leadership Style variable of -0.148 which indicates that the influence of Leadership Style on Employee Performance is negative. The beta value of the Teamwork variable is 0.534 which indicates that the effect of teamwork on Employee Performance is positive. The beta value of the Work Experience variable is 0.335 which indicates that the impact of work experience on Employee Performance is positive.

T Test

Table 7 T Test Results
Coefficients^a

Unstandardized Coefficients		Standardized Coefficients		t	Sig.
Model	B	Std. Error	Beta		
1					
	(Constant)	10.819		2.638	.011
	X1	-.100	-.148	-2.007	.050
	X2	.490	.534	5.291	.000
	X3	.504	.335	3.265	.002

a. Dependent Variable: Y

source : data processed SPSS 26, (2023)

Based on the results of statistical t tests that have been done, the interpretation that can be conveyed is the calculated t value of the Leadership Style is - 2.007 with a significance value of 0.050. This indicates that there is no influence of Leadership Style on Employee Performance. The reason is because the significance value of the leadership style ≥ 0.05 . So based on the hypothesis that has been submitted, it can be concluded that **H1 is rejected**. The calculated t value of Teamwork is 5.291 with a significance value of 0.000. This indicates that Teamwork has a positive and significant effect on Employee Performance. The reason is because the 7n significance value of team work < 0.05 . So based on the hypothesis that has been submitted, it can be concluded that **H2 is accepted**. The calculated t value of Work Experience is 3.265 with a significance value of 0.002. This indicates that Work Experience has a positive and significant effect on Employee Performance. The reason is because the significance value of work experience < 0.05 . So based on the hypothesis that has been submitted, it can be concluded that **H3 is accepted**.

Test F

Table 8. F Test Results
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	367.778	3	122.593	57.104	.000 ^b
	Residual	103.048	48	2.147		
	Total	470.827	51			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

source : data processed SPSS 26, (2023)

Based on the results of statistical F testing that has been done, it is known that the calculated F value is 57.104 with a significance value of 0.000. This indicates that independent

variables consisting of Leadership Style, Teamwork and Work Experience simultaneously affect Employee Performance. The reason is because the significance value of the independent variables (X1, X2 and X3) is $0.000 < 0.05$.

Coefficient of Determination Test

**Table 9. R2 Test Results
Model Summary^b**

Model	R	R Square	Adjusted RSquare	Std. Error of the Estimate
1	.884 ^a	.781	.767	1.465

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

source : data processed SPSS 26, (2023)

Based on the results of the tests that have been done, it is known that the adjusted R square value that has been obtained is 0.767. So it can be interpreted that the influence of Leadership Style, Teamwork and Work Experience is 0.767 or 76.7%. While the remaining 23.3% was influenced by other variables outside the research that had been done.

Discussion

The influence of leadership style on employee performance

The leadership style at PT Nutrilab Pratama Jakarta has a negative influence on employee performance. Based on the calculated t value of the Leadership Style is -2.007 with a significance value of 0.050. This indicates that there is no influence of Leadership Style on Employee Performance. The reason is because the significance value ≥ 0.05 . So based on the hypothesis that has been submitted, it can be concluded that H1 is rejected.

The effect of teamwork on employee performance

Teamwork at PT Nutrilab Prtama Jakarta has a positive influence on employee performance. Based on the calculated t value of Teamwork is 5.291 with a significance value of 0.000. This indicates that Teamwork has a positive and significant effect on Employee Performance. The reason is because the significance value is < 0.05 . So based on the hypothesis that has been submitted, it can be concluded that H2 is accepted.

The effect of work experience on employee performance

The work experience of PT Nutrilab Pratama Jakarta employees has a positive and significant influence on employee performance. The effect of the work experience variable is shown by the calculated t value of Work Experience is 3.265 with a significance value of 0.002. This indicates that Work Experience has a positive and significant effect on Employee Performance. The reason is because the significance value is < 0.05 . So based on the hypothesis that has been submitted, it can be concluded that H3 is accepted.

Conclusion

Based on the results of research and discussion, it can be concluded that leadership style has no influence on employee performance so that it can be concluded that h1 is rejected. Teamwork has no influence on employee performance so it can be concluded that h2 is accepted. Work experience has no influence on employee performance so it can be concluded that h3 is accepted.

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