

# The Effect of Leadership on Employee Work Motivation at The Food Agency of West Sumatera Province

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## ABSTRACT

This study was motivated by low employee work motivation. Many factors influence employee work motivation, one of which is leadership. This study aims to determine the extent to which leadership influences employee work motivation at the West Sumatera Provincial Food Agency. This study is a quantitative study using a correlation research design. The population in this study consisted of 87 employees at the West Sumatera Provincial Food Service Office, and the sample size was determined using the Slovin formula with a 10% margin of error. Sampling was conducted using proportional random sampling with a total sample of 50 people. Data collection tools used a Likert scale questionnaire that had been tested for validity and reliability, and the test results showed that the questionnaire was valid and reliable. The data analysis technique used was Simple Linear Regression with the help of the SPSS version 25 program. 1) The work motivation of employees at the West Sumatera Provincial Food Service was in the high category with an achievement level of 88.66%. 2) Leadership at the West Sumatera Provincial Food Service was in the good category with an achievement level of 88.91%. 3) There is a significant influence between leadership and employee work motivation of 61.1%. Based on the results of this study, it can be concluded that the better the leadership of a head of agency, the higher the level of work motivation generated by employees at the West Sumatera Provincial Food Agency.

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## 1. INTRODUCTION

Human resources play a very important role in an organization. Employees are the main pillars of productivity in achieving organizational goals, because without their role, it would be difficult to achieve organizational goals effectively. In other words, the success of an organization is greatly influenced by the quality of its human resources. According to (Salam, 2002) a government agency can be considered successful if its employees are able to work as expected in supporting the organization's vision and mission. Employees can be planners, implementers, and controllers who always play an active role in achieving organizational goals, and have thoughts, feelings, and desires that can influence their attitudes at work (Noufal & Alfadri, 2020). To achieve the goals of an organization, leaders must encourage employees to work in accordance with the organization's expectations. One way to do this is by motivating employees (Hanifa et al., 2022).

Employee motivation is one of the key factors that determine performance and productivity in an organization (Marhawati, 2022). Work motivation can be defined as the drive that individuals have to perform their duties and responsibilities well, which has implications for the quality of service provided to the community. Employees with high work motivation tend to be more committed, creative, and able to

contribute maximally, while employees who are less motivated may exhibit negative behaviors that impact the overall performance of the organization (Esisuarni et al., 2021).

(Prasetyo & Supriyadi, 2021) state that work motivation is a driving force that influences individuals to behave in certain ways related to work. They emphasize that work motivation can be triggered by various factors, such as rewards, recognition, and opportunities for growth. Meanwhile, according to (Robbins & Judge, 2017), work motivation is a process that influences the direction, intensity, and persistence of an individual's efforts in achieving goals. They emphasize that work motivation is not only related to what drives a person to work, but also how the individual strives to achieve the desired results.

According to (Amran et al., 2022) one of the factors that influence employee work motivation is the role of leaders. (Faizal, 2024) In an organization, the nature and attitude of a leader's leadership in influencing others is crucial in achieving organizational goals. Leadership plays an important role because it is the leader who will drive and direct the organization in achieving its goals, which is not an easy task. Leaders must understand the different behaviors of their subordinates (Marjaya & Pasaribu, 2019).

Encouragement from leaders can stimulate employees to put more thought and effort into realizing organizational goals so that employee productivity can be manifested in the form of employee performance. (Bonaparte do Rêgo et al., 2017) A leader is someone who has the ability to influence, guide, and direct individuals and groups in achieving predetermined goals. A leader is not only responsible for decision-making but also plays a role in creating a conducive work atmosphere, providing motivation, and setting an example for the members they lead. Supported by the statement (Dwapatesty et al., 2021), a leader is a cornerstone of the success of an institution or organization they lead. Within the scope of an organization, leadership is not only related to formal power, but also to the ability to build trust between leaders and followers, as well as to create an environment that supports the growth and development of all members of the organization (Fadilah et al., 2024).

As leaders and motivators, leaders must have the right strategies for their employees in carrying out their duties. Organizations greatly need the role of a leader because leaders have a very significant influence in achieving organizational goals. (Citra & Fahmi, 2019) Leadership is behavior that influences subordinates so that they are able to work together, thereby forming harmonious cooperation. Leadership encompasses the skills, character, and behavior of individuals in influencing, motivating, and directing group members to achieve common goals (Setyawan & Widjayanti, 2020).

(Ningsih, 2016) Leadership of department heads is generally characterized by the ability to motivate and direct staff to achieve common goals, as well as good communication skills, both internally and externally. Effective department heads tend to apply a participatory approach that involves subordinates in decision-making, thereby increasing a sense of ownership and responsibility. According to Luthas (in Mendrofa et al., 2021), relationship-oriented leadership also has an influence on increasing employee motivation.

At the Sumatra Provincial Food Agency, a number of symptoms of low employee motivation were found, such as employees leaving the office for personal matters during office hours, employees being slow in completing their tasks, employees arriving late to the office, and some employees only working when instructed to do so by their superiors. This is thought to be due to weak leadership from the head of the agency.

Based on this phenomenon, this study aims to examine the influence of leadership on employee work motivation at the West Sumatra Provincial Food Agency. This location was chosen based on the need to determine the extent to which leaders, in this case the Head of the Agency, carry out their role in increasing employee work motivation. Therefore, this study is expected to contribute to increasing employee work motivation through encouragement and reinforcement from leaders in shaping better employee work motivation.

## **2. METHOD, DATA, ANALYSIS**

This study is a correlation study with a quantitative approach. (Manihuruk & Tirtayasa, 2020) Correlation studies aim to determine whether there is a relationship and level of influence between two or more variables, while a quantitative approach is used to test hypotheses formulated for a specific population or sample. Data collection was carried out using research instruments and analyzed statistically

(Sugiyono, 2017). This study specifically aims to determine the extent of the influence between leadership as an independent variable and employee work motivation as a dependent variable in the West Sumatra Provincial Food Service. (Sugiyono, 2017), the population is the area of generalization consisting of objects or subjects that have certain characteristics determined by the researcher to be studied and then

conclusions are drawn. The population in this study was all employees at the West Sumatra Provincial Food Service, totaling 87 people. A sample is a part of the population used as a source of data in research. The sampling technique used is proportional random sampling, which is taken randomly without regard to strata in the population (Nasution et al., 2023). The sample size was determined using the Slovin formula with a 10% error rate, resulting in a sample size of 50 employees from various fields of work at the West Sumatra Provincial Food Service.

### 3. RESULT AND DISCUSSION

#### Result

Results are the main part of scientific articles, containing: final results without data analysis process, hypothesis testing results. Results can be presented with tables or graphs, to clarify the results verbally.

a. Description of Employee Work Motivation Data

Employee performance data was collected by distributing a questionnaire containing 35 items to 50 employees (respondents). From the results of the questionnaires collected, the highest score obtained by respondents was 175 and the lowest score was 92. From the results of data processing using SPSS 25, the average score = 155.18, median = 157, mode = 158, and standard deviation = 16.378.

**Table 1.** Description of Employee Work Motivation Data

No	Indicator	Average	TCR	Category
1	Discipline	4,50	89,90	High
2	Work ethic	4,41	88,25	High
3	Responsibility	4,45	87,83	High
Total		4,45	88,66	High

Based on the table above, it can be concluded that the discipline indicator is in the high category with an achievement score of 89.90%. The work enthusiasm indicator is in the high category with an achievement score of 88.25%. The responsibility indicator is in the high category with an achievement score of 87.83%. Overall, when added together, all employee work motivation performance indicators are in the high category with a total achievement score of 88.66%.

b. Leadership Data Description

Data on leadership was obtained by distributing a questionnaire containing 35 items to 50 employees (respondents). From the collected questionnaires, the highest score obtained by respondents was 175, and the lowest score was 73. From the results of data processing using SPSS 25, the average score was 155.74, the median was 155, the mode was 175, and the standard deviation was 18.441.

**Table 2.** Leadership Data Description

No	Indicator	Average	TCR	Category
1	Communication skills	4,49	89,45	Good
2	Motivation	4,41	88,13	Good
3	Leadership skills	4,48	89,60	Good
4	Decision making	4,42	88,45	Good
Total		4,45	88,91	Good

Based on the table above, it can be concluded that the communication indicator is in the good category with an achievement score of 89.45%. The motivation indicator is in the good category with an achievement score of 88.13%. The leadership ability indicator is in the good category with an achievement score of 89.60%. The decision-making indicator is in the good category with an achievement score of 88.45%. Overall, when added together, all leadership indicators are in the Good category with a total achievement score of 88.91%.

#### Discussion

This study shows that employee work motivation at the West Sumatra Provincial Food Agency is in the “high” category with an achievement percentage of 88.66%. High work motivation is reflected in discipline, work enthusiasm, and responsibility. Of the three indicators analyzed, the discipline indicator has

the highest value of 89.90%, while the responsibility indicator recorded the lowest value of according to (Wuisang et al., 2020) work discipline is an attitude of respect, appreciation, obedience, and compliance with applicable written and unwritten rules and regulations, as well as the ability to implement them and not evade sanctions if one violates the duties and authorities assigned to them. This statement is reinforced by (Firman et al., 2022) that work discipline is a form of self-control of employees in carrying out their duties in an orderly manner and shows the level of seriousness of the work team in an organization.

The importance of responsibility in work can support performance and also depends on employee motivation. (Uno, 2013) Responsibility is the ability of a person to complete the work assigned to them well, on time, and to take risks for the decisions made or actions taken. (Sari et al., 2020) argue that employees with a high sense of responsibility can be identified by their ability to complete tasks on time, take initiative, show commitment to their work, and maintain integrity. Employees with a high sense of responsibility are able to produce a lot of work in a limited time while maintaining efficiency and effectiveness in every task they perform. (Hasibuan & S.P, 2013) state that work ethic is the willingness to work diligently and enthusiastically so that work is completed quickly and well.

Leadership in this study also received a "good" rating with an achievement percentage of 88.91%. Of the various indicators, the leadership ability indicator received the highest score of 89.60%, while the motivation indicator received the lowest score of 88.13%. This shows that the leadership of a department head has been implemented optimally, but still needs to be improved because leadership can influence, direct, and motivate employees to work towards achieving goals. As stated by Arifin (in Abijaya et al., 2021) , leadership is about how to influence the attitudes and behaviors of subordinates, enabling them to work together, thereby forming harmonious collaboration based on efficiency and effectiveness to obtain work productivity data based on predetermined results.

Statistically, there is a positive and significant influence between leadership and employee work motivation. The analysis results show a correlation coefficient (R) of 0.782 and a determination value (R<sup>2</sup>) of 0.611. This means that 61.1% of the variation in employee work motivation can be influenced by leadership. In other words, improved leadership has a direct impact on increasing employee work motivation.

#### 4. CONCLUSION

Based on the results of research and data analysis using simple linear regression analysis techniques conducted in this study, several conclusions can be drawn, namely that employee work motivation at the West Sumatra Provincial Food Agency is in the high category, with a respondent achievement rate of 88.66%. Leadership is in the good category, with a respondent achievement rate of 88.91%, and there is a positive and significant influence between leadership and employee work motivation of 61.1%. This means that good leadership will be followed by an increase or change in high employee work motivation.

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