

The Influence of Leadership, Motivation, Discipline and Work Environment on the Performance of Employees at Batang Laping (BALAP) PTPNIV

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Abstract

This study aims to (1) determine the condition of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate. (2) Knowing the concept of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate. (3) Knowing the effect of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate.

Report collection was carried out at PT Perkebunan Nusantara IV Balap Estate, Mandailing Natal District. The population is all employees of the Balap Estate with a total of 300 people. Withdrawal of samples using purposive sampling technique so that the total sample is 85 people. Data analysis used the Likert Scale method and the SmartPLS method.

Keywords: Leadership, Motivation, Discipline, Work Environment, Batang Laping (Balap)PtpnIV

Introduction

The PT Perkebunan Nusantara IV Racing Garden was established based on a Take Over Memorandum of Understanding with PT Andalas Agro Nusantara with Number 04.Director/MoU/I/2006 – 10/AAN/I/2006 on January 20 2006. The PT Perkebunan Nusantara IV Racing Garden has an area which is currently being planted with oil palm, we can see that the area of oil palm plantations in the PT Perkebunan Nusantara IV Racing Plantation is in the PT Perkebunan Nusantara IV Racing Plantation which has production results that always change every year. The development of the production results of the PT Perkebunan Nusantara IV Racing Plantation every year. The production results of oil palm plants at the PT Perkebunan Nusantara IV Racing Plantation are always changing, sometimes up and sometimes down, the rise and fall in production results is a problem and must be resolved.

Palm oil production is influenced by the performance of PT Perkebunan Nusantara IV's Balap Plantation employees. There are 540 Balap Plantation employees, consisting of 235 contract employees, 305 permanent employees, and 108 (20%) of them have a background as fishermen who switched professions to become employees. There are 66 fishermen from Tamang Island and 42 people from Batahan village. This is an obstacle because differences in profession cause differences in character.

The research results of Dewi Pravitasari et al, (2017) stated that the analysis of factors that influence the performance of employees at the Teknik Kerjo Factory PT. Perkebunan Nusantara IX Batujamus Karanganyar are as follows: 1. Work motivation, work discipline and job satisfaction factors together have a real influence on employee performance, while individually only work motivation and job satisfaction factors have a real influence on employee

performance at the Kerjo Engineering Factory PT. Perkebunan Nusantara IX Batujamus Karanganyar.

Individual work discipline factors have no real effect on the performance of employees at the Kerjo Engineering Factory PT. Perkebunan Nusantara IX Batujamus Karanganyar. 2. Work motivation factors are The most dominant factor influencing the performance of employees at the Kerjo Engineering Factory PT. Perkebunan Nusantara IX Batu. stems, twigs, flowers, and so on the fruit. The process of storing C in the bodies of living plants is called the sequestration process. Thus measuring the amount of C stored in body plant life (biomass) on something land can describe the amount of CO₂ in the atmosphere which is absorbed by plants, whereas the measurement of C still stored in dead plant parts (necromass) indirectly directly represents CO₂ which is not released into the air through combustion (Rosmalia, 2021).

Literature Review

Problem Approach/Past discoveries

Wahyuni (2012) studied the influence of leadership, organizational culture and work motivation on employee performance at PT. Tiga Serangkai Surakarta. The research results that have been examined show that variables have a significant influence on employee performance, the variables used are, leadership (X1), organizational culture (X2), work motivation (X3), and performance (Y), using analytical tools, test instruments which consists of validity tests, reliability tests, classical assumption tests consisting of normality, multicollinearity, heteroscedasticity and autocorrelation tests, as well as hypothesis tests consisting of multiple linear regression analysis, t test, F and R² tests.

Research Hypothesis

The hypothesis is:

H0: Employee Performance Factor variables (Leadership, Motivation, Discipline and Work Environment) have no real effect on employee performance, either combined or partially.

H1: Employee Performance Factor variables (Leadership, Motivation, Discipline and Work Environment) have a significant effect on employee performance both combined and partially.

Research Methods

Population and Sample Determination Method

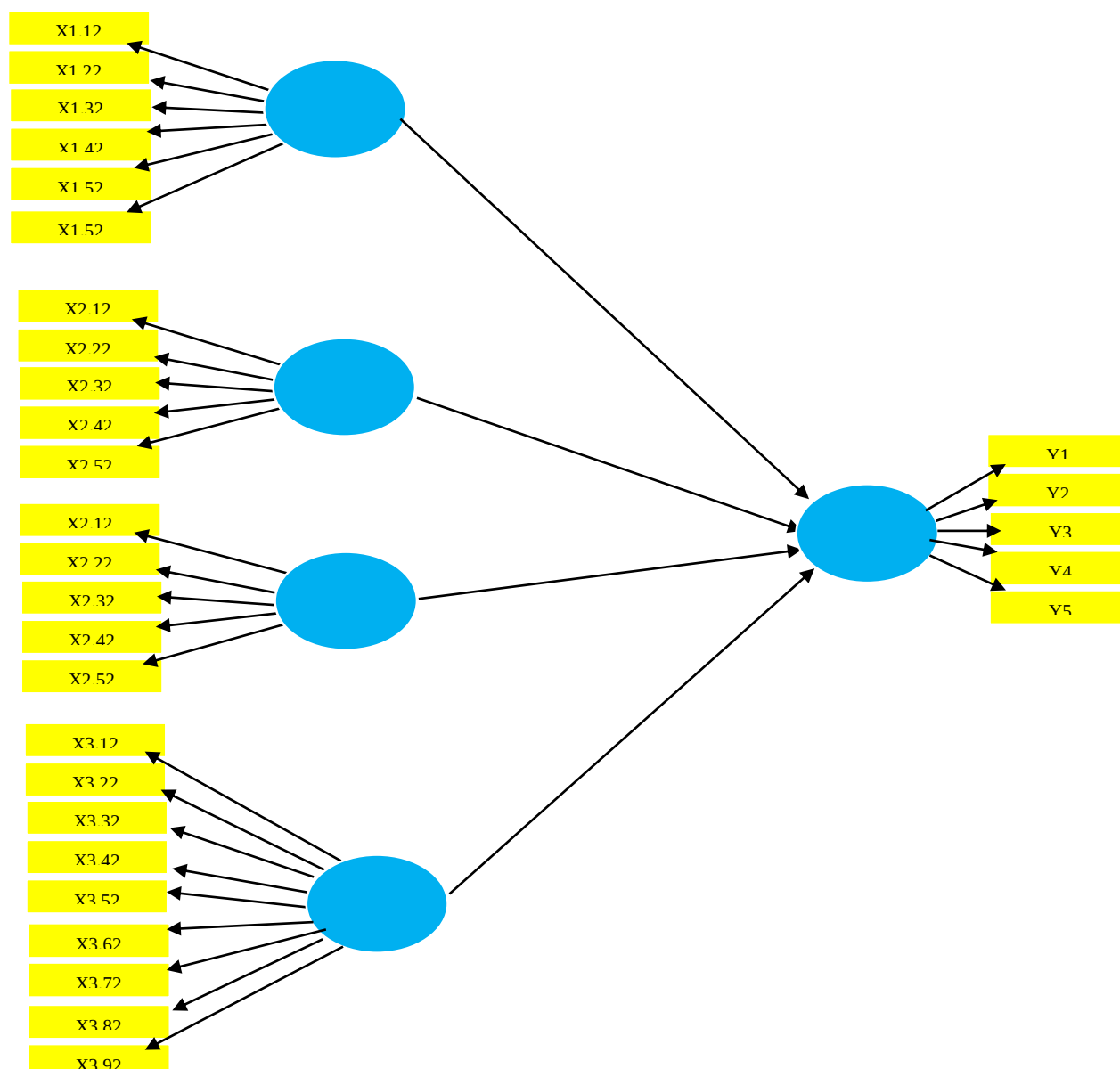
Population

The population in this study were employees at the Batang Laping Plantation Unit of PT Perkebunan Nusantara IV in Mandailing Natal, totaling 300 people. The Batang Laping Garden Unit employees number 540 people, consisting of 235 contract employees, 305 permanent employees, and 108 (20%) of them have a background as fishermen who changed their profession to become employees. There are 66 fishermen from Tamang Island and 42 people from Batahan village. This is an obstacle because differences in profession cause differences in character.

Sample

Table 3.1 Number of Research Samples

NO	Afdeling	Populasi	Sampel
1	I	43	12
2	II	44	12
3	III	52	16
4	IV	72	20
5	V	46	13
6	VI	43	12
Total		300	85



Results and Discussion

SEM-PLS Model Evaluation

Model evaluation in PLS includes two stages, namely evaluation of the measurement model (outer model) and evaluation of the structural model (inner model). Model evaluation. The outer model is carried out to assess the reliability and validity of the indicators that form the manifest or latent variables, while the inner model is to see the relationship between latent variables by seeing how much variance can be explained to determine the significance of the P-value.

Inner Model Evaluation

Evaluate the structural model by looking at the significance of the relationship between constructs/variables. This can be seen from the path coefficient (Path coefficient) which describes the strength of the relationship between constructs. The factor loading value below shows that the value is invalid. The minimum value is 0.7 while the ideal is 0.8 or 0.9. Each latent variable must be able to explain at least 50% of the variance of the respective indicator. Therefore the absolute correlation between the latent variable and the indicator must be >0.7 . Reflective indicators should be removed from the measurement model if they have external standard loading values below 0.4.

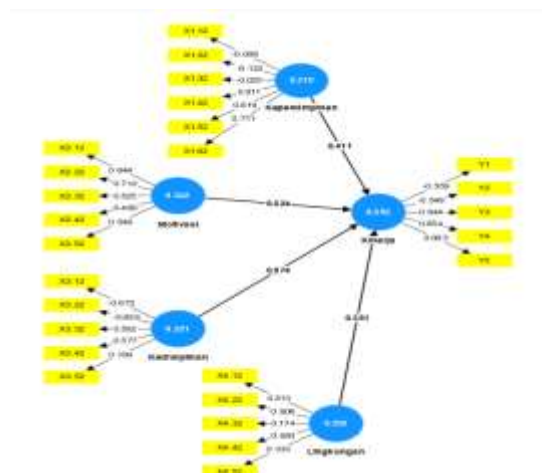


Figure 4.1 Factor loading values before changes

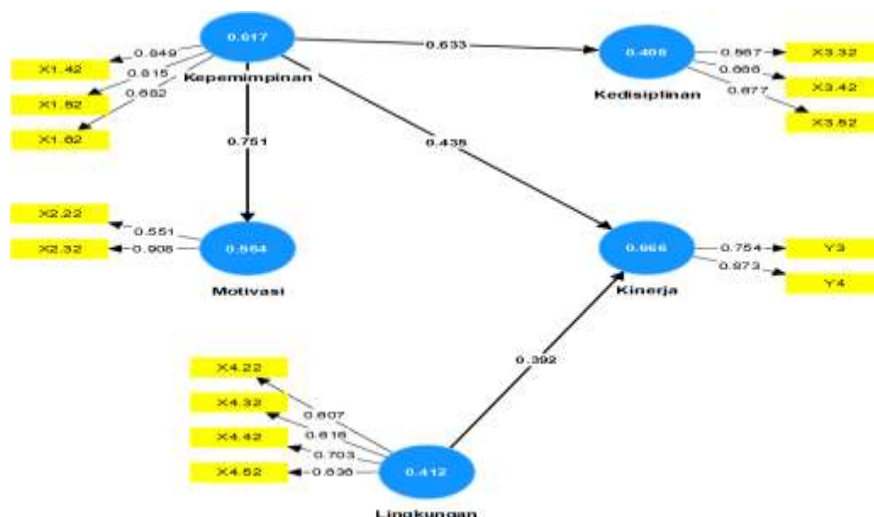


Figure 4.2 Factor loading values after changes
Measurement Model
Table 4.7 Composite Reliability, AVE and full collinearity VIF values

	X1	X2 Y	X3	X4
Composite reliability	0.828 0.798	0.709	0.677	0.736
Average variance extracted (AVE)	0.617 0.512 0.665	0.564 0.411		

Source: Data processed from attachment (2023)

Table 4.8 Correlation value among latent variables with square roots of AVEs

	X1	X2	X3	X4	Y
X1	1,000	0.749	0.631	0.550	0.436
X2	0.749	1,000	0.725	0.709	0.476
X3	0.631	0.725	1,000	0.542	0.501
X4	0.550	0.709	0.542	1,000	0.392
Y	0.436	0.476	0.501	0.392	1,000

Source: Data processed from attachment (2023)

Formative measurement model
Table 4.9 Composite Reliability, AVE and full values VIF collinearity

	Y	P-value	VIF	Information
Y1	-0.163	0.013	1,103	Formative
Y2	-0.127	0.015	1,115	Formative
Y1	0.397	0.041	1,129	Formative

	X1	X2	X3	X4	Y
<i>R-Square</i>	0.617	0.564	0.408	0.412	0.666
<i>Full Collin VIF</i>	1,494	1,023	1,071	1,763	1,129
<i>Q-Square</i>					0.667
<i>Effect Size (f2)</i>	0.435	0.751	0.633	0.392	
Y2	0.548	0.015	1,166	Formative	
Y2	0.590	0.017	1,039	Formative	

Source: Data processed from attachment (2023)

Inner Model Evaluation

R-Square

In table 4.1.5, the R-Square value of the variable (Y) Performance shows a value of 0.666, which means that the contribution of the Leadership variable (X1) to employee performance is 66.6% and the remaining 41.2% is influenced by environmental variables (X4). . Meanwhile, the leadership variable (X1) shows a value of 0.617 (61.7%) influenced by the motivation variable (X2) 0.564 (56.4%) and discipline (X3) 0.408 (40.8%).

Table 4.10 R-Square Value, Full collinearity VIF and Q-Square

-Square

The Q-square value is used to see the relevance and predictive validity of exogenous variables against endogenous variables. There are two Q-square criteria, namely $Q^2 > 0$, which means that this value shows the model has predictive relevance, while those with $Q^2 < 0$ indicate the model lacks predictive relevance. There are Q2 predictive relevance criteria ≥ 0.02 ; ≥ 0.15 ; ≥ 0.35 , which means that each value has a weak, moderate and strong value. Table 5.5.5 shows that the Q-square value of the employee performance variable (Y) is 0.667, so it can be concluded that the research model has strong predictive relevance.

Effect size (f2)

The effect size value is to determine the proportion of variance of the exogenous variable to the endogenous variable. The effect size value has criteria, namely a value ≥ 0.02 has a small influence, a value ≥ 0.15 has a medium influence and a value ≥ 0.35 has a large influence. Table 5.5.5 can be seen that the leadership variable (X1) has a big influence on employee performance (Y) with a value of 0.435. The motivation variable (X2) has no influence on employee performance, but has a large influence on leadership with a value of 0.751. The discipline variable (X3) has no influence on employee performance, but has a large influence on leadership with a value of 0.633. The environmental variable (X4) has a big influence on employee performance (Y) with a value of 0.392.

Goodness of Fit (GoF)

Table 4.11 Average path coefficient (APC), average R-Squared (ARS)

and average block variation inflation factor (AVIF) and goodness of fit (GoF) values

	Mark	P-value
<i>Average path coefficient (APC)</i>	0.314	0.0005
<i>Average R-Squared (ARS)</i>	0.203	<0.0001
<i>Average block variance inflation factor (AVIF)</i>	1,436	
<i>Goodness of fit (GoF)</i>	0.173	

Source: Data processed from attachment (2023)

Discriminant validity evaluation

	X1	X2	X3	X4	Y
Leadership	0.785	-	0.633	-	-
Motivation	0.751	0.751	0.725	0.709	0.476
Discipline	-	-	0.638	-	-
Environment	0.551	-	0.570	0.642	0.392
Performance	0.435	-	0.694	-	0.816

Table 4.12 Fornell-larker criterion

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Table 4.13 Path Coefficient Value and P-value

Hypothesis	Correlation Track	Path Coefficient t	P-value	Ket
H1	Leadership→ Performance	0.435	<0.01	Thank you Ha
H2	Motivation→ Leadership	0.633	0.66	Thank Ho
H3	Discipline→ Leadership	0.751	0.77	Thank Ho
H4	Environment→	0.392	<0.01	Thank you Ha

Conclusion

The state of leadership, motivation, discipline, work environment on employee performance at the PT Perkebunan Nusantara IV Racing Plantation, namely the leadership

situation (X1) stated that 85% strongly agreed, 13% agreed and 2% disagreed with the employee performance at the PT Perkebunan Nusantara IV Racing Plantation. The concepts of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Racing Plantation, namely descriptive analysis shows the average value for the leadership variable is 4.87; Motivation with a value of 4.85; discipline with a value of 4.82, environment with a value of 4.74 and employee performance with a value of 4.91. The influence of leadership, motivation, discipline, work environment on employee performance at the PT Perkebunan Nusantara IV Racing Garden, namely Leadership Variables (X1) and Environmental Variables (X4) has a significant influence on the performance of PT Perkebunan Nusantara IV Racing Garden employees. The Leadership variable (X1) has a value of 43% and the Environmental variable (X4) has a value of 39%. Hypothesis accepted H_a .

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