

# The Influence Of Leadership On Employee Performance In Indomaret Shop

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## ABSTRACT

This research aims to determine and analyze the influence of leadership and performance at Indomaret stores. This thesis research uses quantitative methods with a descriptive approach. The related variables in this research are the Leadership variable (X), and the Employee Performance variable (Y). The data sources used consist of primary data, namely data obtained directly from research respondents through questionnaires, interviews, population observations and samples in this research. Indomaret. The test was carried out using SPSS 22. The results obtained from this research show that simultaneously leadership and employee performance have a positive and significant effect on the performance of Indomaret store employees. Based on the results of the partial test (t test) it can be concluded that Work environment variables have a significant influence on employee performance because the value of tcount (5.212) > ttable 0.3494 with a significance of  $0.000 < 0.05$ .

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## I. INTRODUCTION

All companies definitely need management related to efforts to achieve certain goals for the company. Not only in the private sector, the public sector also requires good management in order to provide good services to the public or communities in need. The success or failure of an organization in achieving its goals depends on the success of the individual or organizational leaders themselves in carrying out their duties.

The success of a company is greatly influenced by employee performance. Performance is the result or overall level of success of a person during a certain period in carrying out tasks with various possibilities, such as standards of work results,



targets or goals and criteria that have been mutually agreed upon. To achieve maximum performance, companies must be able to create conditions that can encourage and enable them to develop their abilities and skills optimally. According to Harold D. Stolovitch and Erica J. Keeps (Telling Ain't Training 2nd Edition, 2011) performance is a set of results obtained from the action of completing a task or work as requested.

Performance is the quantity and/or quality of the work of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or are applicable within the organization.

Leadership as an effort to influence subordinates through direct or indirect communication processes in order to achieve certain goals, shows that leadership involves the use of influence, therefore all personal relationships can be leadership efforts. "Leadership is the way a leader influences the behavior of subordinates to cooperate and work productively to achieve organizational goals." Hasibuan (2011: 170).

From the problems stated above, ultimately it raises a question as to what is actually meant by leadership, how the process of leadership occurs in a group, and how much influence it has so that leadership becomes a very important specter in the process of achieving the goals and success of organizations and companies. How big is the influence of leadership as a determining indicator for improving employee performance which will ultimately lead to the success of a company? This is what is of particular interest to the writer.

This research will examine how leadership influences employee performance. One of the factors that influences employee performance is leadership.

Indomaret was chosen as the research object because Indomaret is a large retail chain in Indonesia which is a subsidiary of the Salim Group company. Indomaret only operates in the minimarket sector. Indomaret shop in Jalan Ancol 1 area, No. 9 - 10, West Ancol, North Jakarta City, DKI Jakarta is the location where this research took

place. From the description above, the confirmation of the title in question is "The Influence of Leadership on Employee Performance at Indomaret Stores".

## II. LITERATURE REVIEW

### A. Understanding Employee Performance

The definition of performance according to Moeheriono (2012: 60) is a description of the level of achievement of an activity program or policy in realizing the company's targets, vision and mission as outlined through a company's strategic planning. Performance can be known and measured if individuals or groups of employees have benchmark success criteria or standards set in measurement, so it is impossible to know a person's performance or company performance if there is no benchmark for success.

In relation to individual employees, Moeheriono (2012: 61) said that performance in carrying out its functions does not stand alone, but is always related to employee job satisfaction and the level of rewards given, and is influenced by the skills, abilities and characteristics of the individual.

Furthermore, Mangkunegara (2016: 67) there are several factors that influence performance achievement, these factors come from ability and motivation factors. Based on this, it will be explained as follows: "Factors that influence performance achievement are ability factors and motivation factors" which are formulated as follows: "Human Performance = Ability + Motivation, Motivation = Attitude + Situation, Ability = Knowledge + Skills". From the definitions above, it can simply be stated that employee performance is a work result achieved by an employee in accordance with the standards and criteria that have been set within a certain period of time.

### B. Understanding Leadership

From the definitions above, it can simply be stated that employee performance is a work result achieved by an employee in accordance with the standards and criteria that have been set within a certain period of time.

Robert K. Tannembaum, Irving R. Weschler, and Fred Massarik (Syaiful Sagala, 2018: 56) define leadership as individual influence in certain situations

directly through the communication process to achieve general and specific goals. The same thing was stated by Stogdill that leadership is the process of influencing the activities of organized groups in efforts to determine goals and achieve them.

Leadership does not have to be tied to a particular organization, but rather leadership occurs anywhere, as long as someone shows the ability to influence the behavior of other people towards certain goals. Based on the opinions of the experts above, leadership is an activity to influence the behavior of other people, or the art of influencing human behavior, both individuals and groups. Here leadership does not have to be limited by bureaucratic rules or etiquette.

In leadership, there are several elements and characters that are crucial for achieving the goals of an organization. According to Gibb (Sri Rahmi, 2014: 99), there are four main elements in leadership that is related to each other, namely the Leader who displays the personality of the leader, the Group, the Followers emerge with various needs, attitudes and problems, and situations which include physical conditions and group tasks. Furthermore Blake and Mounton (Sri Rahmi, 2014: 134), offer six elements which they think can describe the effectiveness of a leadership. The first three elements relate to how a leader exerts influence on the outside world, namely Initiative (initiative), Inquiry (investigating) and Advocacy (support and encouragement). The other three elements are, Conflict Solving (solving problems), Decision Making (decision making), and *Critique*(critics).

### III. METHODS

This research uses a quantitative research method. Here the author uses a quantitative descriptive research method to determine the influence between the variables studied so as to produce conclusions that will clarify the picture of the object being studied. In this research, the object of research is the influence of leadership on employee performance at Indomaret stores. The variables in this are leadership as the

independent variable (X), and performance as the dependent variable (Y). The population used in this research was Indomaret employees in the Ancol area, totaling 30 people and the sample used was 30 people. Data collection in this research used questionnaires, interviews, observation and literature study.

#### IV. RESULTS

Good leadership is a necessary result achieved and carried out with an action. Leadership will bring and direct employees to be more active in the work process in the company.

In this research it was found that there was a positive influence Leadership activities on employee performance at Indomaret stores. This shows that the leadership carried out by this company is effective in improving employee performance. A leader must be able to influence his subordinates to manage the organization in achieving company goals.

Leadership on performance, it can be concluded that Leadership has a significant influence on performance employee. leadership that is able to direct its subordinates improve employee performance so that they work according to expectations company

#### V. CONCLUSION AND SUGGESTION

##### A. Conclusions

Leadership has a positive relationship to performance employees amounted to 0.611. From the results of hypothesis testing via linear regression

simply obtained a significant correlation (relationship) between variables Leadership with employee performance variables at the Indomaret Store. From the results of the t test, Leadership has a significant level is 0.000 and the tcount value is 5.212 while the ttable value is 0.349 so tcount is more than ttable then  $H_0$  is totaled or  $H_a$  is accepted meaning Leadership influences employee performance. These results

shows that leadership has a strong influence on employee performance.

#### B. Suggestions

So that Indomaret stores can improve and improve more maximum again in leadership arrangements for internal employees increase the comfort and ability of employees in carry out their duties so as to improve employee performance individually and the organization in general

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