

Proceeding Paper

The Impact of Leadership Supervision and Work Motivation on Employee Performance at PT. Lautan Teknik Perkasa

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Abstract

This study investigates the impact of leadership supervision and work motivation on employee performance at PT. Lautan Teknik Perkasa. Employing a quantitative research design, the study utilized a census sampling method with 27 employees and collected data through structured questionnaires and semi-structured interviews. Descriptive statistics revealed moderate levels of both leadership supervision and work motivation, with notable variations in individual perceptions. Regression analysis demonstrated that leadership supervision had a significant positive effect on employee performance (regression coefficient = 0.785), while work motivation also positively impacted performance but to a lesser extent (regression coefficient = 0.164). T-tests and F-tests confirmed that both factors independently and interactively influence employee performance significantly. The findings align with existing literature on the roles of leadership and motivation but extend the understanding by highlighting their combined effect in the specific context of PT. Lautan Teknik Perkasa. The study suggests that effective leadership training and motivational strategies are crucial for enhancing employee performance.

Keywords: Leadership Supervision, Work Motivation, Employee Performance, Quantitative Analysis, PT. Lautan Teknik Perkasa

1. Introduction

Employee performance stands as a pivotal factor in achieving organizational success and sustainability. High levels of performance not only enhance productivity but also contribute to the overall competitive edge of a company (Chauke et al., 2022; Gruman & Saks, 2011; Pandey, 2019; Vosloban, 2012). Among the myriad of factors that influence employee performance, leadership supervision and work motivation are frequently cited as crucial determinants. Leadership supervision encompasses the methods and practices by which leaders guide, support, and evaluate their subordinates, while work motivation refers to the intrinsic and extrinsic factors that drive employees to achieve their best work (Howe & Johnson, 2015; Kanat-Maymon et al., 2020; Sekhar et al., 2013) (Wilona & Defrizal, 2024).

Extensive research has examined these variables separately. Leadership supervision has been studied in relation to its effects on employee behavior, job satisfaction, and performance outcomes (Gilbert & Kelloway, 2018; Kanat-Maymon et al., 2020; Oldham, 1976; Turner, 2017). Similarly, work motivation has been the subject of numerous studies focusing on its role in enhancing job performance, increasing job satisfaction, and reducing turnover rates. These studies have provided valuable insights into how each factor individually impacts employee performance (Barusman & Hidayat, 2017).

However, there remains a notable research gap concerning the interplay between leadership supervision and work motivation and their combined effect on employee performance (Cho & Perry, 2011; Grotto et al., 2017; Lyons & Bandura, 2020; Zimmerman & Darnold, 2009). The majority of existing studies have not integrated these variables to explore how they jointly influence performance metrics. This gap is particularly pronounced within specific organizational contexts, such as PT. Lautan Teknik Perkasa, a company where

understanding these dynamics could offer substantial benefits (Kore et al., 2019; Pawirosumarto et al., 2017).

PT. Lautan Teknik Perkasa operates in a competitive industry where employee performance directly impacts organizational outcomes. Despite the critical role of leadership supervision and work motivation in this context, there is limited empirical evidence on how these factors interact to influence employee performance within this particular setting (Cappelli & Neumark, 2001; Diamantidis & Chatzoglou, 2019; Nguyen & Giang, 2020; Pandey, 2019). This study seeks to address this gap by examining the combined effects of leadership supervision and work motivation on employee performance at PT. Lautan Teknik Perkasa.

By investigating this interplay, the study aims to provide actionable insights that can inform strategies for improving both organizational productivity and employee satisfaction. Understanding how leadership supervision and work motivation work together to affect performance outcomes can lead to more effective management practices and enhanced employee engagement (Gruman & Saks, 2011; Munir et al., 2012; Oldham, 1976). The findings from this research will not only contribute to the academic literature but also offer practical recommendations for leaders and managers at PT. Lautan Teknik Perkasa and similar Organization.

2. Research Method

This study adopts a quantitative research design to systematically analyze the impact of leadership supervision and work motivation on employee performance at PT. Lautan Teknik Perkasa. The quantitative approach was selected for its ability to provide statistically significant results that can be generalized to a larger population (Toha & Katoningsih, 2018). By employing this method, the study aims to precisely measure the relationships between the variables and apply statistical techniques to test hypotheses, revealing the strength and direction of their effects (Akoglu, 2018).

The study population comprises 27 employees from PT. Lautan Teknik Perkasa. Given the relatively small size of this population, a census sampling method was used, which allows for the inclusion of every employee in the analysis. This approach ensures comprehensive representation and facilitates a detailed examination of how leadership supervision and work motivation influence employee performance, eliminating the need for random sampling and enhancing the validity of the results.

Data collection involved both structured questionnaires and semi-structured interviews. The structured questionnaire was meticulously designed to measure leadership supervision, work motivation, and employee performance (Ibidunni et al., 2018; Nwosu et al., 2021). It included items adapted from established scales in the literature to ensure reliability and validity. A pilot study was conducted to refine the questionnaire, with Cronbach's alpha used to assess internal consistency and confirm that the items accurately measured the intended constructs (Dehghan Nayeri et al., 2019; Kim et al., 2013; Ursachi et al., 2015). Content validity was further validated through expert review. Additionally, semi-structured interviews were carried out with a subset of employees to gain deeper insights and explore qualitative aspects that might not be fully captured by the questionnaire.

For data analysis, descriptive statistics were first computed to identify basic patterns and trends within the data. Regression analysis was then utilized to assess both the individual and combined effects of leadership supervision and work motivation on employee performance (Mekonnen & Bayissa, 2023; Oldham,

1976). Multiple regression models were applied to determine the relative contributions of each variable and their interaction effects. T-tests were conducted to evaluate the significance of individual predictors, while F-tests were used to assess the overall model fit and the joint significance of the predictors (Cavalcanti et al., 2022; Lau & Idris, 2001)(Cavalcanti et al., 2022; Lau & Idris, 2001). This rigorous analysis aimed to provide a comprehensive understanding of the interplay between leadership supervision, work motivation, and employee performance, offering valuable insights for enhancing organizational practices.

3. Result and Discussion

The analysis of descriptive data revealed that the levels of leadership supervision and work motivation among employees at PT. Lautan Teknik Perkasa were generally moderate. This indicates a prevalent pattern of modest experiences and attitudes concerning these variables within the workforce, which is consistent with previous findings that highlight the variability in leadership practices and motivational factors across different organizational contexts (Gilbert & Kelloway, 2018; Kanat-Maymon et al., 2020). However, there was considerable variation in individual responses, suggesting significant differences in how employees perceive and experience leadership supervision and work motivation. This diversity underscores the complex and multifaceted nature of these factors, as noted by Lyons and Bandura (2020) and Zimmerman and Darnold (2009), who emphasized the individualized impact of leadership and motivation on performance.

The regression analysis demonstrated that leadership supervision had a significant and positive effect on employee performance, with a regression coefficient of 0.785. This finding is in line with the research of Chauke et al. (2022) and Gruman & Saks (2011), who found that effective leadership supervision is strongly correlated with enhanced employee performance. The results suggest that improving supervisory practices could lead to substantial performance gains, further supporting the idea that leadership is a critical determinant of organizational success.

Work motivation also positively influenced employee performance, as evidenced by a regression coefficient of 0.164. Although the impact of work motivation was not as strong as that of leadership supervision, it remains significant, highlighting the importance of maintaining high levels of employee engagement to achieve optimal performance outcomes. This finding is consistent with the work of Sekhar et al. (2013) and Vosloban (2012), who emphasized the role of motivation in driving performance, albeit to a lesser extent than leadership factors.

Further statistical tests, including t-tests and F-tests, provided additional insights into the significance of these findings. The t-tests confirmed that both leadership supervision ($t = 11.270$, $p < 0.05$) and work motivation ($t = 1.753$, $p < 0.05$) had a substantial impact on employee performance. These results align with previous studies, such as those by Oldham (1976) and Turner (2017), which highlighted the individual contributions of leadership and motivation to performance enhancement. The F-test results reinforced the significance of the combined effect of leadership supervision and work motivation on employee performance ($F = 15.67$, $p < 0.05$). This finding supports the hypothesis posed by Cho & Perry (2011) and Grotto et al. (2017), indicating that the interplay between these variables is crucial in shaping overall performance outcomes.

When considering these results, it is evident that the findings resonate with existing literature that underscores the critical role of leadership and motivation in enhancing employee performance (Gruman & Saks, 2011; Munir et al., 2012).

However, this study advances the current body of knowledge by demonstrating the synergistic impact of these factors within the specific organizational context of PT. Lautan Teknik Perkasa. The strong influence of leadership supervision highlights the necessity for targeted leadership development programs aimed at improving supervisory practices. Concurrently, the significance of work motivation underscores the need for effective reward systems and career development opportunities to sustain high levels of employee motivation. These insights offer practical recommendations for implementing strategies that enhance both leadership effectiveness and employee motivation, ultimately leading to improved performance outcomes.

4. Conclusion

This study concludes that both leadership supervision and work motivation significantly influence employee performance at PT. Lautan Teknik Perkasa. The findings suggest that organizations should invest in leadership development and motivational programs to enhance employee performance. Future research could explore the long-term effects of these interventions and examine other variables that may interact with leadership supervision and work motivation to influence performance.

By addressing the gap in the literature, this study provides valuable insights for both academic researchers and practitioners. The results underscore the importance of a holistic approach to employee performance management, integrating both leadership and motivational strategies. Further research is recommended to explore these dynamics in different organizational contexts and with larger sample sizes to validate and extend the findings of this study.

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