

Correlation of Leadership Style and Work Environment Conditions with Employee Performance in CV. Global Parabola

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Abstract

This study aims to look for the correlation relationship between leadership style and work environment conditions that have an impact on employee performance in CV. Global Parabola. This study used quantitative design methods. The object of research is PT. employee CV. Global Parabola. The sampling technique uses the census method, so that the entire population is made respondents with a sample of 119 people. Data collection is carried out through questionnaires that include variables of leadership style, work environment conditions, and employee performance. This can be seen from the calculated value of 3.058 while the table is 1.658 and significant $0.000 < 0.05$. So it can be concluded that Leadership partially has a positive and significant effect on Employee Performance on CV Global Parabola. Then the work environment partially has a positive and significant effect on employee performance with CV case studies. Global Parabola North Sumatra. Leadership and work environment both simultaneously have a significant influence on employee performance. Adjusted R-squared value of 0.151 can be referred to as the coefficient of determination which means 0.151 (51.1%) Employee Performance can be collected and interpreted by leadership and work environment while the remaining 48.6% can be explained by other independent variables that are not tested. This study concludes that a good leadership style and working environment conditions will improve employee performance. Final conclusion The need for company leaders to implement appropriate leadership styles and create a conducive work environment to support employee performance improvement.

Keywords: Leadership, Work Environment and Employee Performance

Introduction

The human resource aspect is the most influential thing for the organization, or the company is directly from the business. As humans in an organization that are interconnected and work together to achieve organizational goals and provide benefits for the organization, the pattern of interaction relationships becomes



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something that needs to be analyzed. One of them is the pattern of relationships that occur between superiors and subordinates. The relationship or pattern between superiors and subordinates can be one of the factors for employees comfortable or not working in the agency. For this reason, in an organization there is always a human resource management plan to get the right person for the right position and at the right time. One of the goals of human resource managers in the organizational management function is to concern leadership issues. A person who is appointed as a leader or who is recognized by members as a person who deserves to be their leader, then that individual will run the organization.

The problem of the quality of human resources has always been an important point to always be fostered and developed, because Indonesia's development is very influential with the quality of human resources. Employees or employees are the main aspect in realizing the plans and goals that have been set in a company. Positive employee performance is needed by the company in running its business, there is motivation arising from the employee to carry out the duties or responsibilities given to him in a job. CV Global Parabola's employee performance results in recent years have experienced instability in achieving targets in the company, this can affect the company, especially in the company's turnover to find out the achievement of targets from employee performance results. Based on the data obtained through analysis and the situation with CV. Global Parabola shows that the average achievement of CV Global Parabola's employee sales target during the last 3 years did not reach the target. Based on observations by researchers that employee performance has decreased below the standards that have been set and also there is no motivation from their own leaders in achieving targets. According to Khasmir (2016), there are several factors that affect the performance of kariawan, namely ability and fairness, knowledge, work plan, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, work commitment, and work discipline. One of the factors of employee performance is that leadership style is a way for leaders to influence their subordinates to work together and work productively to achieve organizational goals.

In addition to leadership style, work environment conditions also have an important role in influencing employee performance. A comfortable, safe, and supportive work environment will make employees feel more at home and motivated to work optimally. Conversely, a poor work environment, such as inadequate lighting, uncontrolled room temperature, or poor interpersonal relationships, can result in decreased employee performance. Therefore, this study is very important to analyze



the correlation between leadership style and work environment conditions with employee performance in CV. Global Parabola. The results of this study are expected to provide input for the company's management in an effort to improve employee performance through improving leadership styles and working environment conditions.

Methods

The research methods used in this study are as follows:

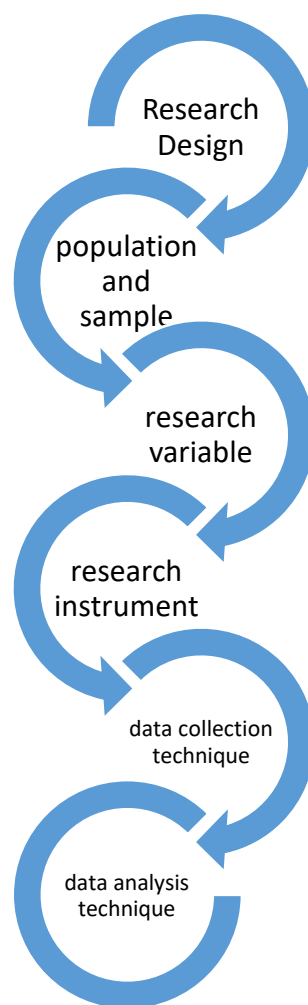


Figure 1. Research methods

1. Research Design:
 - a. This study used a quantitative approach with a correlational design.
 - b. The purpose of correlational design is to find out whether or not there is a relationship between two or more variables and how closely related they are.
2. Population and Sample:

- a. The population in this study was all employees in CV. Global Parabola, which numbered 119 people.
- b. The sampling technique used is saturated sampling, where all members of the population are used as research samples.
3. Research Variables:
 - a. Independent variables: Leadership Style (X1) and Working Environment Conditions (X2)
 - b. Dependent variable: Employee Performance (Y)
4. Research Instruments:
 - a. Leadership Style: Measured using questionnaires adapted from leadership style theory.
 - b. Working Environment Conditions: Measured using questionnaires covering aspects of the work environment.
 - c. Employee Performance: Measured using questionnaires covering aspects of employee performance appraisal.
5. Data Collection Techniques:
 - a. Primary data is obtained through the distribution of questionnaires to all CV employees. Global Parabola.
 - b. Questionnaires are shared online with Google Forms.
 - c. Secondary data is obtained from company documents, such as company profiles, employee data, and other relevant information.
6. Data Analysis Techniques:
 - a. Test Instrument Validity and Reliability
 - b. Descriptive Analysis
 - c. Pearson Correlation Analysis to determine the relationship between variables
 - d. Multiple Regression Analysis to determine the effect of the independent variable on the dependent variable

Results

1. Leadership Style Variable (X1)
 - a. Respondent Assessment of Leadership Style Variables (X1.1)

Based on data processed with SPSS, the results were obtained by the number of respondents who answered neutrally there were 11 people or 9.2%, agreed 57 people or 47.9% and strongly agreed there were 51 people or 42.9%.
 - b. Respondent Assessment of Leadership Style Variables (X1.2)

Based on the data processing, it can be seen that many respondents answered strongly disagree there were as many as 1 person or .8%, disagree as many as 9



people or 7.6%, neutral as many as 28 people or 23.5%, agree as many as 48 people or 40.3%, strongly agree as many as 33 people or 27.7%.

c. Respondent Assessment of Leadership Style Variables (X1.3)

Based on the data processing, it can be seen that many respondents who answered strongly disagree there were 3 people or 2.5%, disagree as many as 11 people or 9.2%, neutral as many as 16 people or 13.4%, agree as many as 37 people or 31.1%, strongly agree as many as 52 people or 43.7%.

d. Respondent Assessment of Leadership Style Variables (X1.4)

Based on the data processing, it can be seen that there were 5 respondents who strongly disagreed, there were 5 people or 4.2%, 4 people or 3.4%, neutral as many as 12 people or 10.1%, agreed as many as 47 people or 39.5%, strongly agreed as many as 51 people or 42.9%.

e. Respondent Assessment of Leadership Style Variables (X1.5)

Based on the data processing, it is known that many respondents answered strongly disagree there were 1 person or 8%, disagree as many as 12 people or 10.1%, neutral as many as 27 people or 27.7%, agree as many as 53 people or 44.5%, strongly agree as many as 26 people or 21.8%.

f. Respondent Assessment Leadership Style Variable (X1.6)

Based on the data processing, it can be seen that many respondents who answered disagree as many as 6 people or 5.0%, neutral as many as 11 people or 9.2%, agree as many as 58 people or 48.7%, strongly agree as many as 44 people or 37.0%.

Respondent Assessment of Leadership Style Variables (X1.7)

Based on the data processing, it can be seen that many respondents answered strongly disagree there were 4 people or 3.4%, disagree as many as 8 people or 6.7%, neutral as many as 13 people or 10.9%, agree as many as 65 people or 54.6%, strongly agree as many as 29 people or 24.4%.

i. Respondent Assessment of Leadership Style Variables (X1.8)

Based on the results of data processing, it can be known that the number of respondents who

Answered disagree as much as 1 person or .8%, neutral as many as 20 people or 16.8%, agree as many as 56 people or 47.1%, strongly agree as many as 42 people or 35.3%.

2. Work Environment Variable (X2)

a. Respondent Assessment of Work Environment Variables (X2.1)

Based on the results of data processing, it can be seen that many respondents answered disagree as many as 5 people or 4.2%, neutral as many as 32 people or 26.9%, agree as many as 47 people or 39.5%, strongly agree as many as 35 people or 29.4%.

b. Respondent Assessment of Work Environment Variables (X2.2)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 9 people or 7.6%, neutral as many as 29 people or 24.4%, agreed as many as 47 people or 39.5%, strongly agreed as many as 34 people or 28.6%.

c. Respondent Assessment of Work Environment Variables (X2.3)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were 2 people or 1.7%, disagree as many as 10 people or 8.4%, neutral as many as 24 people or 20.2%, agree as many as 51 people or 42.9%, strongly agree as many as 32 people or 26.9%.

d. Respondent Assessment of Work Environment Variables (X2.4)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 10 people or 8.4%, neutral as many as 40 people or 33.6%, agreed as many as 37 people or 31.1%, strongly agreed as many as 32 people or 26.9%.

e. Respondent Assessment Work Environment Variables (X2.5)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were as many as 1 person or .8%, disagree as many as 8 people or 6.7%, neutral as many as 29 people or 24.4%, agree as many as 53 people or 44.5%, strongly agree as many as 28 people or 23.5%.

f. Respondent Assessment of Work Environment Variables (X2.6)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 5 people or 4.2%, neutral as many as 26 people or 21.8%, agreed as many as 57 people or 47.9%, strongly agreed as many as 31 people or 26.1%.

g. Respondent Assessment of Work Environment Variables (X2.7)

Based on the results of data processing, it can be seen that many respondents who answered strongly disagree there were 2 people or 1.7%, disagree as many as 5 people or 4.2%, neutral as many as 36 people or 30.3%, agree as many as 51 people or 42.9%, strongly agree as many as 25 people or 21.0%.



h. Respondent Assessment of Work Environment Variables (X2.8)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were as many as 1 person or .8%, disagree as many as 9 people or 7.8%, neutral as many as 35 people or 29.4%, agree as many as 53 people or 44.5%, strongly agree as many as 21 people or 17.6%.

3. Employee Kiernja Variable (Y2)

a. Respondent Assessment Employee Performance Variable (Y1)

Based on the results of data processing, it can be seen that many respondents who answered strongly disagree there were as many as 1 person or .8%, no as many as 20 people or 16.8%, neutral as many as 42 people or 36.3%, as man a 28 people or 23.5%, strongly agree as many as 28 people or 23.5%.

b. Respondent Assessment Employee Performance Variable (Y2)

Based on the results of data processing, it can be known that the number of respondents who Answering strongly disagree there are 2 people or 1.7% disagree as many as 15 people or 12.6%, neutral as many as 38 people or 31.9%, agree as many as 36 people or 30.3%, strongly agree as many as 28 people or 23.5%.

c. Respondent Assessment Employee Performance Variable (Y3)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were 2 people or 1.7%, disagree as many as 13 people or 10.9%, neutral as many as 33 people or 27.7%, agree as many as 53 people or 44.5%, strongly agree as many as 18 people or 15.1%.

d. Respondent Assessment Employee Performance Variable (Y4)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were 2 people or 1.7%, disagree as many as 8 people or 6.7%, neutral as many as 28 people or 23.5%, agree as many as 55 people or 46.2%, strongly agree as many as 26 people or 21.8%.

e. Respondent Assessment Employee Performance Variable (Y5)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 9 people or 7.6%, neutral as many as 22 people or 18.5%, agreed as many as 50 people or 42.0%, strongly agreed as many as 38 people or 31.9%.

f. Respondent Assessment Employee Performance Variable (Y6)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 3 people or 2.5%, neutral as many as 25

people or 21.0%, agreed as many as 53 people or 44.5%, strongly agreed as many as 38 people or 31.9%.

g. Respondent Assessment Employee Performance Variable (Y7)

Based on the results of data processing, it can be seen that many respondents who answered disagreed as many as 11 people or 9.2%, neutral as many as 40 people or 33.6%, agreed as many as 47 people or 39.5%, strongly agreed as many as 21 people or 17.6%.

h. Respondent Assessment Employee Performance Variable (Y8)

Based on the results of data processing, it can be seen that many respondents who answered strongly disagree there were 3 people or 2.5%, disagree as many as 8 people or 6.7%, neutral as many as 28 people or 23.5%, as many as 55 people or 46.2%, strongly agree as many as 26 people or 21.8%.

i. Respondent Assessment Employee Performance Variable (Y9)

Based on the results of data processing, it can be seen that many respondents answered strongly disagree there were 2 people or 1.7%, disagree as many as 20 people or 16.8%, neutral as many as 44 people or 37.0%, agree as many as 29 people or 24.4%, strongly agree as many as 24 people or 20.2%.

j. Respondent Assessment Employee Performance Variable (Y10)

Based on the results of data processing, it can be known that the number of respondents who Answering strongly disagree there are as many as 3 people or 2.5%, disagree A total of 16 people or 13.4%, neutral as many as 44 people or 37.0%, agreed A total of 32 people or 26.9%, strongly agreed as many as 24 people or 20.2%.

Discussion

1. The influence of leadership style partially on the performance of CV employees. Global Parabola

Based on the results of research that leadership style has a positive and significant effect on employee performance. This can be seen from the results of the t test with a calculated value of 3,058 with a significance of 0.003. Then it can be concluded in this study can be tested and acceptable. In other words, a leadership style based on participatory, directive, supportive, and achievement-oriented indicators, which makes employees CV. Global Parabola there is an increase in employee



performance. Thoha (2015), leadership style is a behavioral norm used by a person when the person tries to influence the behavior of others or subordinates. This research also supports the results of previous research (Hery Suherman, 2018), that there is a positive and significant influence of leadership style on employee performance.

2. The Influence of the Work Environment on the Performance of CV Employees.

Global Parabola

Based on the results of research that the work environment has a positive and significant effect on employee performance. This can be seen from the results of the t test with a calculated value of 2,867 with a significance of 0.005. So it can be concluded in this study can be tested and acceptable. In other words, a work environment based on indicators of the physical work environment and non-physical work environment, which makes employees CV. Global Parabola there is an increase in employee performance. Sedarmayanti (2017), the work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and work arrangements both as individuals and as a group. The results of this study also support previous research (Apfia Ferawati, 2017), that the work environment has a positive and significant effect on employee performance.

3. The Influence of Leadership Style and Work Environment on Employee Performance CV. Global Parabola

Based on the results of the study, it shows that leadership style and work environment have a positive and significant effect on employee performance. This can be seen from the results of the F test with a Fcalculate value of 10,326 with a significant 0.000. So the leadership style and work environment simultaneously have a positive and significant influence. The problems contained in CV Global Parabola are about leadership styles and work environments in employees leadership styles that occur in CV Global Parabola companies that lack communication and discussion related to targeted sales in the company affect employee performance and inadequate work environment including rooms and facilities to support employee performance, then it can affect employee performance results Influence of leadership style and The work environment on CV Global Parabola is 51.1%, this can be seen from the *Adjusted R square* value of 0.151 in the *Model Summary table* , while the remaining 0.849 (84.9%) is influenced

by other variables that are not studied in this study such as work ability, job satisfaction, work design, organizational culture, loyalty and work motivation. According to Kasmir (2016), performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period. In the results of Bella Orlando Wijaya's research (2019) From the results of data analysis of correlation coefficient⁷⁶ The Influence of Leadership Style (X1), and Work Environment (X2) on Employee Performance (Y) using correlation coefficient analysis it is known that the correlation of Leadership Style and Work Environment has a positive and very strong correlation to Employee Performance.

Conclusion

Based on the results of research and analysis that has been done, several conclusions are obtained that can answer the formulation of the problem in this study that is:

1. The results of this study explain that leadership style has a positive and partially significant effect on employee performance in CV Global Parabola, this result is proven from the hypothesis test through the t test with a calculated value of 3,058 > table 1,685, with a significant value of 0.003, then based on these results the variable of leadership style on employee performance is tested and acceptable.
2. The results of this study explain that the work environment has a positive and partially significant effect on employee performance at CV Global Parabola, this result is proven from the hypothesis test through the t test with a calculated value of 2,867 > table 1,685, with a significant value of 0.005, then based on these results the work environment variable on employee performance is tested and acceptable.
3. The results of this study also explain that leadership style and work environment have a significant effect simultaneously on employee performance, this can be proven from the value of $F_{\text{calculate}} 10,326 > F_{\text{table}} 3.07$ with a significant value of 0.000 so that it can be tested and accepted.
4. The magnitude of the influence of leadership style and work environment on CV Global Parabola by 51.1%, this can be seen from the *Adjusted rR Square* value of 0.151 in the *Model Summary table* The remaining 0.849 (84.9%) is influenced by other variables that are not studied in this study such as work ability, job satisfaction, work design, organizational culture, loyalty and work motivation.



Suggestion

Based on the results of the conclusions above, researchers provide some suggestions that It is expected to be used as input for the company:

1. In the leadership style variable based on supporting indicators, the leadership questionnaire always provides motivation to all employees in carrying out their duties, the leader should always give direction before working (*breefing*) to improve employee performance.
2. In the work environment variables based on non-physical work environment indicators, I feel that appreciation in the form of recognition from superiors makes me more diligent in working. It is suggested that leaders can give awards to employees, the form of appreciation does not have to be in the form of money, but also in the form of praise proportional to achievements so that employees can continue to be encouraged to work to improve their performance.
3. On employee performance variables in the company based on questionnaire supervisory indicators, employees continue to work professionally even though they are not being supervised, it is recommended to company leaders to increase the effectiveness of supervision and build employee respect for regulations so as to increase awareness⁷⁹ employees to be willing to carry out all regulations or guidelines for the implementation of activities set by the leader or company.

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