International Journal of Management, Economic and Accounting
Volume 3, Issue 1 February 2025
E-ISSN 3025-5627 (Online)
https://doi.org/10.61306/ijmea

The Influence of Leadership Style and Position Promotion on Employee Performance at Uniqlo Sun Plaza Medan

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ABSTRACT

This study aims to analyze the influence of leadership style and job improvement on employee performance at Uniqlo Sun Plaza Medan, this study uses associative and quantitative approaches, The population in this study is employees, which amounts to 33 people, the sampling technique used is quota sampling with all populations being sampled, the data analysis technique used is multiple linear regression analysis, The results of this study show that leadership significantly affects the performance of Uniqlo Sun Plaza employees because the t-value of the t-count > t table (2,669 > 2,039) and the significance level is 0.008 < 0.05, the increase in position significantly affects the performance of Uniqlo Sun Plaza employees because the t-value calculated > t table (3,689 > 2,039) and the significance level is 0.001 < 0.0, Based on the criteria of hypothesis testing, if it is >, it is rejected and accepted. This means that independent variables consisting of leadership (), position increase (), simultaneously have a significant effect on the performance of Uniqlo Sun Plaza Medan employees$F_{hitung} F_{tabel} H_0 H_1 X_1 X_2$

Keywords:
Leadership, Position Improvement, Performance

INTRODUCTION

Uniqlo is one of the foreign brands that is quite prominent in Indonesia, Uniqlo Indonesia has a large number of employees because one *store* can employ up to 30 more people, this is due to the many products offered by this Japanese company, but from the many workers there are a number of workers who have not maximized their performance, some of the things that the author saw when making observations were employees who worked With the company's minimum standards alone, they do not give more *effort* to their work, employees who are not willing to work overtime if the situation is not urgent, or employees who are less willing to work or share their

knowledge with other employees. Uniqlo has a hierarchy of workers from ordinary employees, which are subordinated by *team leaders* and *team leaders* who are subordinated to supervisors, some interviews with employees some employees complained about the attitude of their superiors, they complained that there were some superiors who did not care, did not want to accept advice, and all mistakes in duty were delegated to their subordinates, this also caused the employees not to want to Providing their best work results because they do not want to accept consequences for their innovations or work results, employees prefer to play it safe by working in accordance with the company's regulations.

Leadership style makes a great contribution to the decline in employee performance, if a company has potential and talented employees but is not led by a wise superior, it will make the potential of the employee useless. Leadership style is the behavior that a person exhibits when he or she tries to influence others (Hasibuan & Bahri, 2018) Another factor that can increase performance is an increase in position or increase in position, an increase in position is a compensation given to outstanding employees, one of the things that makes employee performance not optimal is that the opportunity for employees to be promoted is quite small, because if there are no vacancies they will remain employees as long as there are no opportunities available, In providing position increases for Uniqlo employees, the company still provides position increases based on the work experience of its employees, so that employees who feel loyal and honest find it difficult to get a position increase in the company

RESEARCH METHODS

In this study, an associative and quantitative approach is used, an associative approach is an approach that uses two or more variables to determine the relationship or influence of one with the other (Sugiyono, 2020). The population in this study is employees of UNIQLO SUN PLAZA MEDAN, Jl. KH. Zainul Arifin No.7, Madras Hulu, Medan Polonia District, Medan City, North Sumatra 20152 Ground Floor (G) which totals 33 people, In this study the sample used is a saturated sample and the respondents are all employees totaling 33 people, in this study the data analysis technique used is multiple linear regression analysis

RESULTS AND DISCUSSION

Classical Assumption Test

Normality Test

Test the Graph

In this study, the normality graph test used is p.plot and normality histogram, the purpose is to compare the observation data with a distribution that is close to the normal distribution

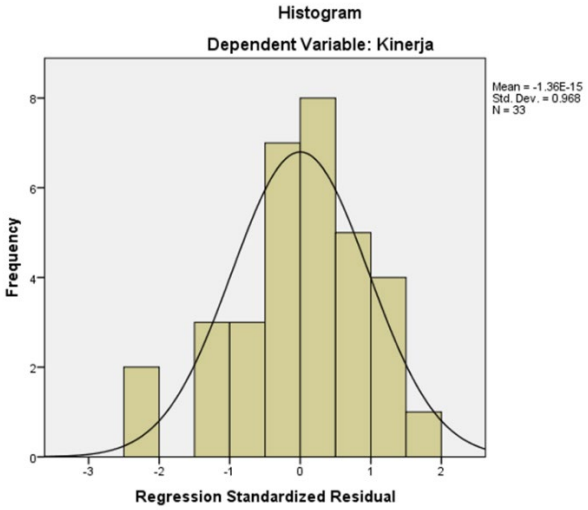

Figure 1 Normality Histogram

Figure 1 that the histogram image meets the assumption of normality because the graph forms a bell and does not deviate to the right or left, so it can be concluded that the data tested has been distributed normally, then also see the p-plot of normality for further testing

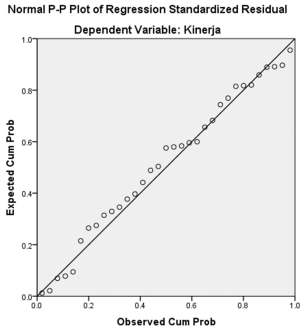

Figure 2 P-plot normality

Figure 2 shows that the point of the histogram point follows a diagonal line that does not deviate to the right or left, meaning that in this study the research data has been distributed normally

Statistical Analysis

The residual normality test with statistical analysis was carried out using *the Kolmogrov smirnov* (K-S) test. K-S test, the results of the test will be displayed in table 4.13 below

Table 2 One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		33
Normal Parameters[a,b]	Mean	.0000000

	Std. Deviation	2.70547793
Most Extreme Differences	Absolute	.093
	Positive	.066
	Negative	-.093
Test Statistic		.093
Asymp. Sig. (2-tailed)		.200

Table 4.9 shows that the Asymp value. Sig. (2-tailed) is 0.200 > α (0.05) This means that it is accepted so that it can be concluded that all research variables are normally distributed.H_0

Multicollinearity Test

In this study, multicoloniality can be seen from the tolerance value and *Variance Inflation Factor* (VIF). In the Ghozali (2016) model, multicollinearity occurs if the *tolerance value* ≤ 0.1 and the VIF value ≥ 10.

Table 3. Coefficients[a]

Type		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Leadership	.730	1.369
	Promotion of Positions	.730	1.369

a. Dependent Variable: Performance

The results of the calculation showed that the Tolerance value of the leadership characteristic variable () with a VIF value ($X_1$1,369) and a Tolerance value (0.730), increase in position () with a VIF value ($X_2$1,369) and a Tolerance value (0.730), in this study there was no symptom of multicoloniality between independent variables

Heterodecency Test

In this study, if the *variance* from the residual of one observation to another is fixed, then it is called homoscedasticity and if it is different, it is called heteroscedasticity

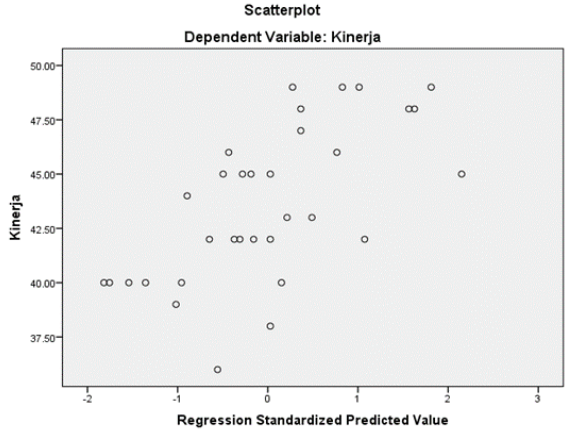

Figure 4.3 ***Scatterplot***

Based on Figure 4.3, it is stated that there are no symptoms of heteroscedasticity. This is because the scattered dots do not have a clear pattern or the dots spread randomly, and the dots spread above and below the number 0 on the Y axis

Multiple Linear Regression Analysis

Regression analysis is used to estimate the value of the Y variable based on the value of the X variable, as well as the estimated change of the Y variable for each unit of change of the X variable.

$$Y = \beta 0 + \beta 1X1 + \beta 2X2 + \varepsilon$$

Table 4. Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.559	8.018		.818	.420
	Leadership	.346	.217	.108	2.669	.008
	Promotion of Positions	.942	.255	.594	3.689	.001

a. Dependent Variable: Performance

From the table above, the equation can be summed:

$$6.559 = \beta 0 + 0.340\ X1 + 0.942\ X2 + \varepsilon$$

The explanation from the table above is:

a. The value of the Constant (β0) = 5.275, this indicates the level of the constant, where if the variable of leadership (), promotion of position () is 0, then the value of the variable Performance (Y) will remain at 6.559 assuming the other variables remain$X_1 X_2$
b. Leadership variable () (β1) = 0. 340 > 0. This shows that the leadership variable () has a positive effect on Performance. Or in other words, if the leadership variable is increased by a unit, then the Performance will increase by $0.340 X_1 X_1$
c. Position promotion variable (β2) = 0.942 > 0. This shows that the variable of position increase () has a positive effect on Performance. If the variable of position increase is increased, then the performance will increase by 0.942 assuming the other variables are fixed, and vice versaX_2

Hypothesis Test

T Test (Partial Test)

According to Ghozali (2016), the t-test aims to test how the partial influence of the independent variable on the bound variable. This test was carried out to find out whether the partially independent variable had a positive and significant influence on the bound variable (Y)

The results of the calculation were then compared with the table with a significant level of 5% Comparing between the $t_{calculation}$ and the t_{table}. How to compare them is as follows:

1) If the tcount > ttable, then Ho is rejected, meaning that the independent variable partially affects the dependent variable.
2) If the tcount < ttable, then Ho is accepted, meaning that the independent variable has no effect on the dependent variable
3) With a sample number of 33 and df = n-2 at a significance level of 0.05, a table t-value of 2.039 was obtained

Table 5. Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.559	8.018		.818	.420
	Leadership	.346	.217	.108	2.669	.008
	Promotion of Positions	.942	.255	.594	3.689	.001

a. Dependent Variable: Performance

1) Table 5 shows that in this study, the leadership variable has a t-value of 2.669 and a significance level of 0.008, in this case leadership significantly affects the performance of Uniqlo Sun Plaza employees because the t-value is calculated > t table (2.669 > 2.039) and the significance level is 0.008 < 0.05
2) Table 5. It shows that in this study, the variable of increasing positions has a t value of 3,689 and a significance level of 0. 001, in this case the increase in position significantly affects the performance of Uniqlo Sun Plaza employees because the value of t calculation > t table (3,689 > 2,039) and the significance level of 0.001 < 0.05

Test F (Simultaneous Test)

In the simultaneous test, the influence of the two independent variables together on the dependent variable will be tested. For simultaneous effect testing, a hypothesis formula and the steps are used as follows:

a) Ho : All ß1 = 0 Leadership and promotion have no effect on Employee Performance
b) Ha : There is ß1≠ 0 Leadership and position improvement affect Employee Performance

Compare between t_{counts} with t_{table} on the test criteria as follows:

a) If the tcount < the independent variables together has no effect on the dependent variable, then Ho is accepted and Ha is rejected

b) If the tcount > ttable and Sig > independent variables together have an effect on the dependent variable, then Ho is rejected and Ha is accepted

Determining the level of significance, the level of significance (α) set is 5% or in other words the level of confidence is 95%, with the level of freedom df = n – k-1 (33-2=31) at a significant level of 0.05 obtained a table f value of 2.90

Table 6. ANOVA[a]

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	177.651	2	88.826	17.377	.000b
	Residual	234.228	30	7.808		
	Total	411.879	32			

a. Dependent Variable: Performance

b. Predictors: (Constant), promotion of positions, leadership

Based on Table 6. obtained (17,377) > (2.90) and significance (0.000) < α (0.05). Based on the criteria of hypothesis testing, if it is >, it is rejected and accepted. This means that independent variables consisting of leadership (), position improvement (), simultaneously have a significant effect on the performance of Uniqlo Sun Plaza Medan employees.$F_{hitung} F_{tabel} F_{hitung} F_{tabel} H_0 H_1 X_1 X_2$

Coefficient of Determination

The Coefficient of Determination (R2) basically measures the proportion or percentage of contribution of the independent variable, namely the variable to the variation of the up and down of the bound variable, namely Employee Performance (Y) simultaneously, where 0 ≤ R2 ≤ 1. A small R2 value means that the ability of independent variables to explain the variation of dependent variables is very limited

Table 7. Model Summary[b]

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.657a	.431	.393	2.79421

a. Predictors: (Constant), promotion of positions, leadership

b. Dependent Variable: Performance

Table 7. shows that the R Square value is 0.431 or 43.1%, meaning that in this study the variable of position increase, leadership can explain the performance of Uniqlo Sun Plaza Medan employees by 43.1% while the remaining 56.9% is influenced by factors that are not researched in this study such as compensation, discipline or training.

Discussion

1. The Influence of Leadership Style on Performance

Table 4.16 shows that in this study, the leadership variable has a t-value of 2.669

and a significance level of 0.008, in this case leadership significantly affects the performance of Uniqlo Sun Plaza employees because the t-value calculated > t table (2.669 > 2.039) and the significance level is 0.008 < 0.05

Leadership is important in an organization and company in achieving the goals desired by an organization or company, leadership also affects employee performance in a company or organization. Good leadership is able to produce good results for the company and create a sense of comfort in employees at work. (S. P. Siagian, 2016) It states that good leadership is a leader who can provide influence, information, decision-making, and can provide motivation that aims to improve the organization or employees. Without good leadership, it will be difficult for an organization or company to achieve optimal results. The results of the research conducted by (T. S. Siagian & Khair, 2018) said in his research that the results of the analysis test showed that leadership had an effect on employee performance, then the results of the research conducted by (Putra et al., 2019) stated that there is a consistent relationship between leadership style and employee performance

2. The Effect of Position Promotion with Performance

Table 4.16 shows that in this study, the variable of increasing positions has a t-value of 3,689 and a significance level of 0. 001, in this case the increase in position significantly affects the performance of Uniqlo Sun Plaza employees because the value of t calculation > t table (3,689 > 2,039) and the significance level of 0.001 < 0.05

Promotion of positions is one of the factors affecting employee performance in the company, because if the promotion of positions is given to competent people, then the performance of employees in the company will increase, if employees are promoted based on the principles of fairness and objectivity, employees will receive higher compensation and are encouraged to work hard to be able to improve performance, so that the company's goals can be achieved. increase if employees are given an increase in their position in accordance with their work performance and skill level and are given timely compensation in accordance with the employee's rights to the work that has been done. Employees will maintain the best performance and even improve performance because employees feel appreciated for the efforts made so that the company's goals can be achieved, the results of this research are in line with the research conducted by (Paparang et al., 2021) which states that there is an effect of increasing the position on performance

3. The Influence of Leadership Style and Position Promotion on Performance

Based on Table 4.17, (17,377) > (2.90) and significance (0.000) < α (0.05) were obtained. Based on the criteria of hypothesis testing, if it is >, it is rejected and accepted. This means that independent variables consisting of leadership (), position increase (), simultaneously have a significant effect on the performance of Uniqlo Sun Plaza Medan employees$F_{hitung}F_{tabel}F_{hitung}F_{tabel}H_0H_1X_1X_2$

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Conclusion

1. In this study, leadership significantly affected the performance of Uniqlo Sun Plaza employees because the value of t calculated > t table (2,669 > 2,039) and the significance level was 0.008 < 0.05
2. In this study, the increase in positions significantly affected the performance of Uniqlo Sun Plaza employees because the t-value calculated > t table (3,689 > 2,039) and the significance level was 0.001 < 0.05
3. Based on the criteria of hypothesis testing, if it is >, it is rejected and accepted. This means that independent variables consisting of leadership (), position increase (), simultaneously have a significant effect on the performance of Uniqlo Sun Plaza Medan employees$F_{hitung} F_{tabel} H_0 H_1 X_1 X_2$

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