The Influence of Leadership, Motivation, Work Ability and Work Environment on Employee Performance in the Office of the National Narcotics Agency of North Labuhanbatu Regency

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Abstract

This research was conducted with the aim of knowing the effect of leadership, motivation, work ability and work environment on employee performance at the office of the National Narcotics Agency of North Labuhanbatu Regency. The method used is a quantitative method, with the help of the IBM SPSS 25 Software analysis tool. The data in this research is analyzed using several techniques, such as classical assumption test, multiple linear regression analysis, hypothesis testing, and coefficient of determination test. The results of the study stated that all independent variables had a positive and significant effect on employee performance. This is proven byleadership variable (X1) has a value of tcount (2.48) > ttable (1.70) with a significant value less than the probability value of 0.05 or a significant value of 0.019 <0.05, it can be concluded that the leadership variable (X1) has a positive and significant effect on employee performance. Motivation (X2) has a value of tcount (2,68) > ttable (1.70)with a significantly smaller value than the probability of 0.05 or 0.012 <0.05, it can be concluded that motivation (X2) has a positive and significant effect on employee performance. Workability (X3) has a value of tcount (5,14) > ttable (1.70)which means Ha is accepted and Ho is rejected with a significantly smaller value than the probability of 0.05 or 0.000 <0.05, it can be concluded that work ability (X3) has a positive and significant effect on employee performance. The work environment (X4) has a value of tcount (8.04) > ttable (1.70) with a significantly smaller value than the probability of 0.05 or 0.000 <0.05, it can be concluded that the work environment (X4) has a positive and significant effect on employee performance. The results of the F test show an Fcount of 49.55 > Ftable 2.71 with a significance value of 0.000 <0.05. From these results, it can be concluded that leadership, motivation, work ability and work environment simultaneously have a positive and significant effect on employee performance.

I. Introduction

The organization is a forum that has the aim of improving people's lives and improving the country's economy. Along with the times, every organization is required to be able to adapt to all existing changes, in order to maintain its existence in the competitive business environment. This requires every organization to pay attention to its human resources. Some organizations make human resources a key factor that can determine the success of the organization, because human resources are operators who carry out all existing jobs. Adequate human resources are needed to achieve optimal performance. Performance is the behavior shown by employees when carrying out the tasks for which they are responsible (Kalogiannidis, 2020: 2). Leadership style is one of the most

important factors in improving employee performance. This is in line with the presentation by Thuy, et al (2020: 6) which states that leadership style has a major impact on job satisfaction, employee performance, and the parties who join the organization. Leadership is defined as a process in which a leader interacts with his superiors, which aims to motivate his subordinates and assist his subordinates in achieving predetermined work targets (Kalsoom, et al, 2018: 23). Leadership plays a role in helping organizational members to achieve common goals and minimizing adverse effects related to work culture, diversity of traits, conflicts between employees, teamwork, communication between employees, and work planning that can affect the company's reputation (Thuy, et al, 2020: 5). Every organization plays a role in choosing effective leaders. An effective leader is characterized by the ability of a leader to adopt a leadership style that is in accordance with the conditions of the employee and the demands of the job. In terms of improving employee performance, leadership qualities are needed that are strategically focused and apply tactics that can build motivation from within each employee to be able to work better than before. Therefore, it takes a leader who is responsible, innovative and has the determination to face any changes that will certainly have an impact on employee performance.

Motivation comes from the Latin word movere which means drive or driving force. Motivation in management is only aimed at human resources in general and in particular subordinates (Purba and Sudibjo, 2020). Another factor that can have an impact on employee performance is the motivation given to employees. Motivation is a tool that can control individuals to achieve organizational benefits, such as increasing employee commitment, organizational productivity, and increasing employee performance (Jaiswal, 2019: 27). Motivation can also be defined as a process that can determine the individual intensity, direction, and persistence of employees in working to achieve organizational goals (Santoso, et al, 2020: 562). Motivation can encourage employees to be able to work together to ease the work that is their responsibility. Providing motivation in a structured manner with a good system can make the talents of an employee develop and allow employees to work optimally. this can then affect employee work efficiency, morale and job satisfaction (Pang, et al, 2018: 37). Motivation has various types which will then be given to employees according to their respective needs. At the Office of the National Narcotics Agency of North Labuhanbatu Regency, there are several phenomena related to motivation, such as the absence of recognition given by leaders to their subordinates for the work produced by their subordinates, which then results in a decrease in their desire to improve their work performance, there are some employees who have a bad relationship, which will then have an impact on the resulting performance. Motivation has various types which will then be given to employees according to their respective needs. At the Office of the National Narcotics Agency of North Labuhanbatu Regency, there are several phenomena related to motivation, such as the absence of recognition given by leaders to their subordinates for the work produced by their subordinates, which then results in a decrease in their desire to improve their work performance.

Work ability also has an important role for employee performance. This is because employees who do work according to their abilities will provide more satisfactory performance results when compared to employees who do not have the abilities according to their job descriptions. Work ability is defined as the capacity an employee has in carrying out various tasks that are his responsibility (Suharto, et al, 2020: 115). Work ability is built on a balance between human resources and job demands, the basis for work ability is health, functional capacity, age and gender (Efawati, 2020: 9).

Employee performance can also be influenced by work environment factors. The work environment is an important factor that affects the fulfillment of obligations and dedication of employees to the organization. The work environment is defined as an environmental condition that can affect a person in carrying out his duties (Yusof, et al, 2021: 5284). Ahakwa, et al, (2021: 2102) stated that the work environment is related to the specific organizational atmosphere in which employees perform their duties, for that organizations must design their work environment to increase the degree of employee commitment and employee motivation, which in turn will contribute to employee performance.

Leadership is defined as the ability possessed by a person to mobilize a group of people with the aim of achieving the goals and objectives of an organization (Kalkan, et al, 2020: 2). Leadership is the ability possessed by leaders to motivate their subordinates to be able to achieve common goals, and make their subordinates to be able to produce extraordinary performance (Sousa, et al, 2019: 361). Leadership style is seen as a combination of various traits, traits and behaviors used by leaders to interact with their subordinates (Khajeh, 2018: 2). Leadership is related to the skills, abilities, and level of influence of a leader to direct his subordinates in a direction and make decisions (Sousa, et al, 2019: 361). Leadership can be measured through several indicators such as: 1) setting clear work standards; 2) willing to help subordinates who have difficulty at work; 3) want optimal work results; 4) provide an explanation of the tasks assigned to subordinates; 5) is responsible for the work given to his subordinates (Sabaruddin, 2018: 18).

Motivation is an impulse from within the individual to do work, the encouragement is in the form of salary, leadership, work facilities, and a pleasant work environment (Jufrizen, et al, 2021: 38). Motivation gives impetus to employees to be able to work optimally, the higher the motivation given, the more effective the resulting performance, employees who have high motivation can be marked by not feeling burdened with the work they are responsible for (Arnawa, et al, 2021: 59).

Sippli, et al (2021: 920) work ability is a balance between work demands (work environment, job description, demands, work organization and management) and individual capacities (health and functional abilities, competencies and values). Employability is a measure of a worker's capacity in relation to physical and work demands, poor workability is associated with long-term illness such as absenteeism, lost productivity and early retirement, while good workability has been shown to support the negative effects of long-term illness on workers. employees (Garthe, et al, 2021: 87).

The work environment is everything that is around the employee that is able to influence the employee in carrying out the tasks that are his responsibility, the work environment has a very large influence in carrying out work (Warongan, et al, 2022: 965). The work environment can be measured through several dimensions, such as: 1) the relationship between employees, the indicators are the relationship between co-workers and the relationship between subordinates and superiors; 2) Workplace atmosphere, the indicators are lighting and air circulation; 3) adequate work facilities (Prastyo, et al, 2022: 514).

Performance is a description of the size of the success or failure of an organization in carrying out its duties and responsibilities in achieving organizational goals, objectives, and vision and mission (Santoso, et al, 2020: 562). Employee performance refers to how employees behave at work and how employees can do the work assigned to them by the leadership, organizations usually set performance targets for each employee as a whole (Joy, et al, 2020: 62). Rodriquez, et all (2017: 208) stated that employee performance can

be measured through several indicators, such as productivity, efficiency, effectiveness, quality, and work attendance.

II. Research Method

This research was conducted at the Office of the National Narcotics Agency of North Labuhanbatu Regency. This research uses quantitative methods. The population in this study were all employees of the BNN Office of North Labuhanbatu Regency, totaling 32 employees, which then all employees were sampled with saturated sampling technique. This study uses several analytical techniques, such as: 1) classical assumption test consisting of normality test, multicollinearity test and heteroscedasticity test; 2) multiple linear regression test, with equation $Y = a + X1 + X2 + X3 + X4$, with the information: Y = employee performance, a = constant, $X1$ = leadership, $X2$ = motivation, $X3$ = work ability, $X4$ = work environment; 3) hypothesis testing, which consists of t test and F test; 4) The coefficient of determination.

III. Results and Discussion

3.1 Results

Validity and reliability tests were carried out before the research questionnaires were distributed to employees who were used as research samples. The validity test was carried out on each statement item from the questionnaire, using the significant criteria > 0.5. The statement item is said to be valid if it has a correlation value > 0.5 (Ghazali, 2018: 51). The validity test in this study was conducted on 30 employees of the Civil Service Police Unit of Labuhanbatu Regency, with the following results:

Table 1. Validity Test Results

Variable	Total Correlation	Sig Criteria	Information
X1.1	,919	0.5	Valid
X1.2	,660	0.5	Valid
X1.3	,757	0.5	Valid
X1.4	,743	0.5	Valid
X1.5	,919	0.5	Valid
X2.1	,919	0.5	Valid
X2.2	,660	0.5	Valid
X2.3	,757	0.5	Valid
X2.4	,743	0.5	Valid
X2.5	,919	0.5	Valid
X3.1	,538	0.5	Valid
X3.2	,587	0.5	Valid
X3.3	,633	0.5	Valid
X3.4	,765	0.5	Valid
X3.5	,684	0.5	Valid
X4.1	,833	0.5	Valid
X4.2	,516	0.5	Valid
X4.3	,862	0.5	Valid
X4.4	,755	0.5	Valid

Variable	Total Correlation	Sig Criteria	Information
X4.5	,862	0.5	Valid
Y.1	,684	0.5	Valid
Y.2	,765	0.5	Valid
Y.3	,633	0.5	Valid
Y.4	,587	0.5	Valid
Y.5	,538	0.5	Valid

Information: *Sig Criteria < 0.5
Source: Research Results, 2022.

Reliability testing is carried out to find out the results of consistent measurements when the same measuring instrument is measured, an indicator in the questionnaire can be accepted if the alpha coefficient has a value > 0.6 (Sugiyono, 2016: 130).

Table 2. Reliability Test Results

Variable	Croanbach Alpha (CA)	Information
Leadership	,802	Reliable
Motivation	,806	Reliable
Work ability	,796	Reliable
Work environment	,752	Reliable
Employee performance	,796	Reliable

Information: *Criteria CA > 0.6.
Source: Research Results, 2022.

Based on the results of the validity and reliability tests, it can be stated that all statement items in the questionnaire are valid and reliable, then the questionnaire can be distributed to obtain data which will then be analyzed through several techniques. The first analysis carried out is the classical assumption test consisting of normality test, multicollinearity test and heteroscedasticity test. The normality test of this study can be seen in Figure 1:
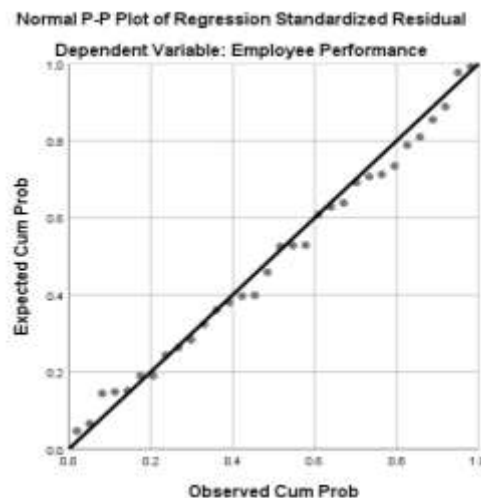
Source: Research Results, 2022.
Figure 1. *GraphicsP-PlotNormality test*

Chart*p-plot*it contains the residual points of the regression model that spread along the diagonal line, thus it can be stated that the data in this study are normally distributed. Then the analysis was carried out with a multicollinearity test. The results of the multicollinearity test are shown in table 3:

**Table 3.** Multicollinearity Test Results

Coefficientsa

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	.001		
	Leadership	.019	.726	1.377
	Motivation	.012	.859	1.164
	Work Ability	.000	.862	1,160
	Work Environment	.000	.717	1.395

a. Dependent Variable: Employee Performance
 Information: *p< 0.05.
Source: Research Results, 2022.

Based on table 3, it can be concluded that the data in this study did not experience symptoms of multicollinearity, as evidenced by the VIF value < 10 and the tolerance value > 0.1. Then the heteroscedasticity test was carried out using a scatterplot graph. The results of the heteroscedasticity test are loaded in Figure 2:
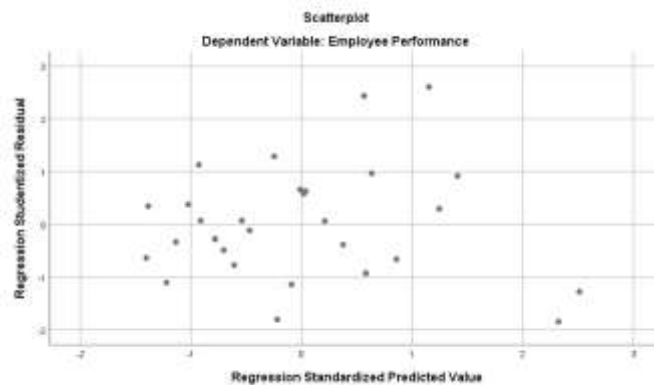
Source: Research Results, 2022.
Figure 2. Graphics Scatterplot

By Graphic*Scatterplot*From the following it can be concluded that the data from this study did not experience symptoms of heteroscedasticity, as evidenced by the points on the graph that spread above and below the number 0 on the Y axis, and did not form a clear pattern.Multiple linear regression test is loaded in Table 4:

Table 4. Multiple Linear Regression Test Results

Coefficientsa

Model		B	Std Error	Beta	T	Sig.
1	(Constant)	14123	3,578		3,947	.001
	Leadership	.209	.084	.195	2,488	.019
	Motivation	.302	.112	.193	2,688	.012

Work Ability	.439	.085	.369	5.147	.000
Work Environment	.717	.089	.633	8048	.000

Information: *p< 0.05

Source: Research Results, 2022.

Table 4 contains the value of B on the leadership variable(B1) is 0.209. The value of motivation (B2) is 0.302. The value of work ability (B3) is 0.439. The value of the work environment (B4) is 0.717. The constant value (a) is 14,123. Based on this value, the following multiple linear regression equation was obtained: $Y=14.123+0.209X1+0.302X2+0.439X3+0.717X4$ which is positive on employee performance.

Ttest conducted to analyze the influence of independent variables, namely leadership (X1), motivation (X2), work ability (X3), work environment (X4) partially on the dependent variable, namely employee performance (Y).The basis for making decisions on the t-test are: If tcount > ttable, then Ha is accepted and Ho is rejected, meaning that leadership, motivation, work ability and work environment have a positive and significant effect on employee performance. If tcount < ttable, then Ha is rejected and Ho is accepted, meaning that leadership, motivation, work ability and work environment have no positive and significant effect on employee performance. The equation for determining the ttable value can be used as follows: df = nk-1 = 32-4-1 = 27. After being calculated using this equation, the ttable value is 1.70. The results of the t test are listed in Table 5:

Table 5. t test results

Coefficientsa

Model	B	Std. Error	Beta	T	Sig
1 (Constant)	14123	3,578		3,947	.001
Leadership	.209	.084	.195	2,488	.019
Motivation	.302	.112	.193	2,688	.012
Work Ability	.439	.085	.369	5.147	.000
Work Environment	.717	.089	.633	8048	.000

a. Dependent Variable: Employee Performance

Information: *p< 0.05

Source: Research Results, 2022.

Table 5 contains the value of the leadership variable (X1) having a value of tcount (2.48) > ttable (1.70) which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.019 <0.05. Thus, it can be concluded that the leadership variable (X1) has a positive and significant effect on employee performance. Motivation (X2) has a value of tcount (2,68) > ttable (1.70)which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability of 0.05 or 0.012 < 0.05. Thus it can be concluded that motivation (X2) has a positive and significant effect on employee performance. Workability (X3) has a value of tcount (5,14) > ttable (1.70)which means Ha is accepted and Ho is rejected, while the significant value is less than the probability of 0.05 or 0.000 <0.05. Thus, it can be concluded that work ability (X3) has a positive and significant effect on employee performance. The work environment (X4) has a value of tcount (8.04) > ttable (1.70)which means Ha is accepted and Ho is rejected, while the significant value is

less than the probability of 0.05 or 0.000 <0.05. Thus it can be concluded that the work environment (X4) has a positive and significant effect on employee performance.

The F test was conducted to test the independent variables, namely leadership, motivation, work ability and work environment simultaneously having a significant relationship or not to the dependent variable, namely employee performance. The basis for making F-Test decisions are:If Fcount > Ftable, then Ha is accepted and Ho is rejected, meaningleadership, motivation, work ability and work environmentpositive and significant effect on employee performance. If Fcount < Ftable, then Ha is rejected and Ho is accepted meaningleadership, motivation, work ability and work environmentno positive and significant effect on employee performance. As for determining the value of Ftable, the following equation can be used: df = k; n – k = 4; 32– 4 = 4; 28. After calculating using this equation, it can be determined that the value of Ftable is 2.71. The results of the F test in this study can be contained in Table 6:

Table 6. F Test Results

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	223,112	4	55,778	49,559	.000 b
Residual	30,388	27	1.125		
Total	253,500	31			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Environment, Motivation, Work Ability, Leadership
Information: *p< 0.05
Source: Research Results, 2022.

Table 6. The F test results show the Fcount value of 49.55 > Ftable 2.71 with a significance value of 0.000 <0.05. From these results, it can be concluded that leadership, motivation, work ability and work environment simultaneously have a positive and significant effect on employee performance.

The coefficient of determination was carried out to analyze the contribution of the influence of the independent variables, namely leadership, motivation, work ability and work environment to the dependent variable, namely employee performance. If the value of the coefficient of determination is getting closer to the value of 1, it shows the stronger the relationship between the independent variables and the dependent variable, and vice versa. The results of the coefficient of determination test can be contained in Table 7:

Table 7. Coefficient of Determination Test Results

Model Summaryb

R	R Square	Adjusted R Square	Std. Error of the Estimate
1 .938a	.880	.862	1.061

a. Predictors: (Constant), Work Environment, Motivation, Work Ability, Leadership
b. Dependent Variable: Employee Performance
Information: *p< 0.05
Source: Research Results, 2022.

Table 7. The coefficient of determination test results show that the Ajusted R Square value of 0.862 means that employee performance can be explained by the variables of leadership, motivation, work ability and work environment of 86.2%, while the remaining 13.8% can be explained by other variables that not investigated in this study.

3.2 Discussion

Variable t test resultsleadership (X1) has a value of tcount (2.48) > ttable (1.70) which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.019 <0.05. Thus it can be concluded that the leadership variable (X1) has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency.This is in line with the research conducted by Ingsih, et al (2021) with the title "Role of Motivation, Work Discipline and Leadership on Employee Performance" with research results, both simultaneously and partially showing that motivation, work discipline, and leadership have a positive effect. on employee performance. The implication of this research is the importance of motivation, work discipline and leadership to improve the performance of both public and private employees.

Motivation (X2) has a value of tcount (2,68) > ttable (1.70)which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability of 0.05 or 0.012 < 0.05. Thus it can be concluded that motivation (X2) has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency. This is in line with research conducted by Abdurrahman, et al (2018) with the title "The Effect of Transformational Leadership and Motivation on Employee Performance (Case Study at PT. Glostar Indonesia 1 Cikembar)", with the results of the study stating that motivation has a significant positive effect, this indicates that the better the motivation of the company, the better the performance of employees in the company.

Workability (X3) has a value of tcount (5,14) > ttable (1.70)which means Ha is accepted and Ho is rejected, while the significant value is less than the probability of 0.05 or 0.000 <0.05. Thus, it can be concluded that work ability (X3) has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency. This is in line with research conducted by Ramadhan, et al (2020) with the title "The Influence of Work Ability, Training, and Motivation on Employee Performance (Case Study of PT Telkom Access Semarang Telecommunications Regional Office)" bBased on the data analysis carried out, it was found that work ability has a positive and significant influence on employee performance with a significant value of 0.000 which is smaller than 0.05.

The work environment (X4) has a value of tcount (8.04) > ttable (1.70) which means Ha is accepted and Ho is rejected, while the significant value is less than the probability of 0.05 or 0.000 <0.05. Thus it can be concluded that the work environment (X4) has a positive and significant effect on employee performance at the Narcotics Agency of North Labuhanbatu Regency. This is in line with the research conducted by Komsatun, et al (2021) with the title "The Effect of Workload and Work Environment on Employee Performance at the Regional Secretariat of Seluma Regency", with the results stating thatThe work environment has a positive direction, meaning that the better the work environment, the employee's performance will increase.

Analysis of the research with the F test, obtained the Fcount value of 49.55 > Ftable 2.71 with a sig value. 0.000 < 0.05. From these results it can be concludedthat leadership, motivation, ability and work environment together are able to provide a positive and significant influence on employee performance variables at the Office of the National Narcotics Agency of North Labuhanbatu Regency.

IV. Conclusion

The conclusions in this study are:
1. Leadership has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency.
2. Motivation has a positive and significant effect on employee performance at the Office of the National Narcotics Agency, North Labuhanbatu Regency.
3. Work ability has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency.
4. The work environment has a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency.
5. Leadership, motivation, work ability and work environment have a positive and significant effect on employee performance at the Office of the National Narcotics Agency of North Labuhanbatu Regency.

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