

Effect of Leadership on Employee Productivity at the Banyorang Coffee Processing Center, Bantaeng Regency

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ABSTRACT

The purpose of this research is to find out effect of leadership on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency. This research was conducted using quantitative research. The population in this study were all employees at the Banyorang Coffee Processing Center, Bantaeng Regency, totaling 30 employees. The sample in this study used a saturated sample. Saturated sample is a sample taken from the entire population of 30 employees. Testing the hypothesis in this study using t test. The results show that leadership has a positive and significant effect on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

Keywords: Leadership, Employee, Productivity

INTRODUCTION

The increasingly fierce competition, especially for the Banyorang Coffee Processing Center, Bantaeng Regency, is generally oriented towards the desire to dominate a larger market. Therefore, in order to win the competition, employees as the driving force of the company must have high productivity. In the sense that it must be followed by a high awareness that the desire to increase income needs to be followed by an increase in employee productivity which is also higher. The higher the productivity of employees, the better for the progress of the company as a whole. In influencing a group (society in a formal or informal organization) towards the creation of goals. A person can carry out

a leadership simply because of his position in the organization, but not all leaders are leaders (Yusuf et al., 2018).

Management is working with people to achieve organizational goals by carrying out the functions of planning, organizing, preparing personnel or staffing, directing and leadership, and supervising. Management is a typical process, which consists of planning, organizing, moving, and controlling actions carried out to determine and achieve predetermined goals through the use of human resources and other resources. Meanwhile Hasibuan (2019:9) argues that management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal.

According to Sullivan and Decker (1989), leadership is the use of one's skills in influencing others to do things as well as possible according to their abilities. According to Swansburg (1995), leadership is a process that influences the activities of a group. According to Terry (1986), leadership is an activity to influence others to work voluntarily to achieve goals. Leadership is something that must exist in the activities of human life. Without leadership, the world order will be chaotic and full of problems.

Leadership is a person's ability to influence a group (society in a formal or informal organization) towards the creation of goals. A person can carry out a leadership solely

because of his position in the organization, but not all leaders are leaders (Yusuf et al., 2018). Leading is different from managing. Managing focuses on giving orders and consistency to the organization, including planning, organizing, budgeting, monitoring/controlling, and setting goals for quality. While leadership is the ability to influence, motivate, and give orders to others directly to achieve the desired goals (Hellriegel et al., 1992:467).

According to Brars and Rues in Natsir (2004), achievement or productivity is defined as the result of effort, ability and task perception. Based on this concept, there must be an effort from the leadership to build a strong leadership function. Strong leadership is a reflection of leadership behavior that can be accepted by all parties in the company. Similarly, the element of ability referred to in the concept. Work ability can be achieved if there is a clear and well-systematic pattern of career development.

Productivity is a measure of productive efficiency. A comparison between the output and input. Inputs are often limited by labor, while outputs are measured in terms of physical units, forms and values. Human resources are the most strategic elements in the organization, must be recognized and accepted by management. Increasing work productivity is only possible by humans. On the other hand, human resources can also be the cause of waste and efficiency in various forms (Siagian, 2002). Therefore, paying attention is one of the demands in the overall effort to increase productivity. Productivity is one measure of a company in achieving its goals. Human resources are the most strategic element in the organization, must be recognized and accepted by management. Increasing work productivity is only possible by humans.

The phenomenon that occurs at the Banyorang Coffee Processing Center, Bantaeng Regency, whose business is oriented to processing garumbang coffee, turaya coffee, robusta coffee, and arabica coffee, which consists of 30 employees.

Employees of the Banyorang Coffee Processing Center, Bantaeng Regency, lack discipline in work and lack of motivation from leaders in increasing employee productivity.

Employee productivity can survive and increase depending on the company in leading employees and managing employee career development. Increased employee productivity can affect the company's productivity.

The purpose of this research is to find out effect of leadership on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

RESEARCH METHODS

This research was conducted using quantitative research. This type of research is causality research that analyzes causal relationships between variables in this study causality research is research that shows the direction of the relationship between independent variables and dependent variables, in addition to measuring the strength of the relationship the approach used in this study is a quantitative approach based on statistical and empirical data (Kuncoro, 2013:15).

The population is a complete group of elements, which are usually people, objects, transactions or events in which we are interested in studying or becoming the object of research (Kuncoro, 2013:123). The population in this study were all employees at the Banyorang Coffee Processing Center, Bantaeng Regency, totaling 30 employees. The sample in this study is part of the number and characteristics possessed by the population. The sample in this study used a saturated sample. Saturated sample is a sample taken from the entire population of 30 employees.

Testing the hypothesis in this study using t test. The t-test is used to determine whether there is a significant effect of the independent variable partially on the dependent variable, in other words, the t-test is used to examine the effect of each

independent variable on the dependent variable.

RESULT

Characteristics of Respondents

Description of respondents' characteristics is an explanation of the existence of employees at the Banyorang Coffee Processing Center, Bantaeng Regency, which is needed as information to determine the identity of respondents in this study. Respondents as research objects that provide interpretations of respondents' characteristics to analyze the influence of leadership and career development on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

Respondents in this study as many as 30 employees became representative respondents to be presented as respondents' eligibility in providing information about self-identity starting from name, gender, age, education, rank/class, and years of service.

The gender of the respondents is the composition of male and female employees at the Banyorang Coffee Processing Center, Bantaeng Regency. The number of male respondents as many as 22 people (73.4%) and female respondents as many as 8 people (26.7%), indicating that there are more male employees than female employees.

Respondents who have the most tenure are 1-5 years with 24 employees (80%), and the least is 1-5 months as many as 6 people (20%).

The age of the most employees at the age of 21-25 years is 19 people or (63.4%), then the age level of 26-30 years is 6 people or (20%). While the age level of 36-40 years at least is 5 people or (16.7%). Shows that most of the respondents are younger (early), so they still need a lot of motivation and direction from the leadership to create better productivity and master the work they are engaged in in order to support the achievement of optimal performance. From the description above, it can be concluded that the respondents generally have a young

age level. Of course, at this age, employees still need guidance and motivation from their leaders in order to achieve more optimal productivity.

In general, the respondents in this study are those who have a formal education level at the undergraduate level at the undergraduate level (S1). This can be seen from the distribution of the questionnaire as shown in the table above, namely 15 people (50%), are undergraduate level one (S1). Followed by respondents with high school education level as many as 14 people (46.7%), and those who got the lowest score were at the D3 level of education, as many as 1 person (3.4%). From the description above, it can be concluded that employees at the Banyorang Coffee Processing Center, Bantaeng Regency have broad knowledge seen from a good level of education in order to increase their productivity and achievement at work.

t Test Results

Table 1. t Test Results

Variable	B	Sig.
Leadership	.773	0.003

Dependent Variable: Employee Productivity

Source: Data Processing Results from SPSS Version 28

The results show that leadership has a positive and significant effect on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency. Leadership is an activity to influence others to want to work voluntarily to achieve a goal to be achieved and is something that must exist in the activities of human life (Terry, 1986). Without leadership, the world order will be chaotic and full of problems. Factors that influence leadership activities include personality, expectations and behavior of superiors, characteristics, task needs, organizational climate and policies, expectations, peer behavior and work processes in the company. Providing motivation and enforcement of work discipline by superiors and has provided job opportunities for employees to maximize their work productivity at the Banyorang Coffee Processing Center, Bantaeng

Regency. Facts in the field show that the survey results directly explain the role of a leader greatly affects employee productivity seen from direct involvement in controlling the work at the Banyorang Coffee Processing Center, Bantaeng Regency, so this is one of the impacts of increasing employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

CONCLUSION AND SUGGESTION

The results show that leadership has a positive and significant effect on employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

The existence of various limitations in this study, the researchers provide the following suggestions:

1. The management of the Banyorang Coffee Processing Center, Bantaeng Regency is expected to pay more attention to leadership, so that it will have a good and positive impact in increasing employee productivity. And is expected to provide opportunities for employees who excel to be promoted.
2. For employees of the Banyorang Coffee Processing Center, Bantaeng Regency, it is expected that they can further increase their productivity to advance the company so that they can make a positive contribution to the company.
3. Future researchers are expected to further improve their research by adding research variables that increase employee productivity at the Banyorang Coffee Processing Center, Bantaeng Regency.

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