The Influence of Leadership and Work Environment on Motivation which has Implications for Performance at the Perindo Party, East Tanjung Jabung

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Abstract: The purpose of this study is to obtain an overview of leadership, work environment, motivation, and performance in the Perindo Party, East Tanjung Jabung. To determine and analyze the direct and indirect influence of leadership and work environment on motivation in the Perindo Party, East Tanjung Jabung. To determine and analyze the direct and indirect influence of leadership and work environment on performance in the Perindo Party, East Tanjung Jabung. To determine and analyze the influence of motivation on performance in the Perindo Party, East Tanjung Jabung. To determine and analyze the influence of leadership and work environment through work motivation on performance in the Perindo Party, East Tanjung Jabung. The type of data obtained in this study uses quantitative data sourced from primary data obtained by conducting research and questionnaires, secondary data can be obtained by reading, studying and understanding through other media sourced from literature and library books or data from agencies related to the research. In this study, the object of research is the Parties Perindo Tanjung Jabung Timur. The direct influence of Leadership through Motivation on performance is 69.87%, the indirect influence is -18.01% and the total influence is 51.86%, where the figure explains that the Leadership variable through the Work Environment contributes to Motivation with performance. The direct influence of the Work Environment through Motivation on performance is -2.49%, the indirect influence is 5.35% and the total influence is 2.86%, where the figure explains that the Work Environment variable through Leadership contributes to Motivation with performance.

Keywords: Leadership, Work Environment, Motivation, Performance

INTRODUCTION

Human Resources play an active and dominant role in every organizational activity. Throughout the history of human civilization, it has been known that the movement of organizational life and organizational dynamics depend more or less on humans as executors in carrying out organizational activities. If examined universally, the success of an organization or

industry in achieving its goals depends on the components contained in the organization itself, such as leaders, employees, programs, goals, facilities, and existing infrastructure. In order to achieve the goals that have been set, the industry must concentrate on several aspects. Of these aspects, one of them is human resources (Mangkunegara, 2014).

Human resource management is a process consisting of planning, organizing, leading and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion, and termination of employment in order to achieve the stated goals. According to Mangkunegara (2014), Human resource management is a potential that is an asset and functions as capital (non-material/non-financial) in a business organization, which can be realized into real potential physically and non-physically in realizing the existence of the organization..

Human resources are a central factor in managing an organization (Zahari et al, 2022). To achieve organizational goals, people are needed as system administrators. Of course, for this system to run, its managers need to pay attention to several important aspects such as leadership, work environment, motivation and performance in political parties. This will make human resource management one of the significant markers of achieving organizational goals efficiently and effectively.

Political parties are a means for citizens to participate in the process of managing the country. Nowadays, political parties are no longer unfamiliar in our environment, various colors of political parties continue to emerge with various variations. Its birth has a fairly long history, it can be said that political parties are new organizations in human life, younger than state organizations. Political parties were originally born in Western European countries accompanied by the spread of the idea that the people are a factor that needs to be taken into account and included in the political process, so political parties were born spontaneously and developed into a liaison between the people and the government.

The history of the emergence of political parties in one country with another is indeed not always the same. However, there is one common thread that unites them, namely that the emergence of these parties is directly proportional to the growth of the democratization process, especially in relation to equal rights between citizens.

In Indonesia, the emergence of political parties cannot be separated from the policy of the Dutch colonial government which implemented ethical politics. The implications of such a policy are not only related to the birth of social development projects, but also the existence of a broader climate of freedom for the community. Such freedom provides space for members of society to form organizations, including political parties. The Perindo Party itself is a new party that was founded on October 8, 2014, this party was declared on February 7, 2015 in Jakarta. The establishment of the Perindo Party itself cannot be separated from the figure of Hary Tanoesoedibjo.

Human resources have a very important role in an organization, including the management of the Perindo Party of East Tanjung Jabung. Therefore, the existing workforce needs to be maintained and its quality developed so that it is able to achieve the demands of the Perindo Party of East Tanjung Jabung. One of the right ways is with leadership, environment and work motivation as a reference for the management of the organization to improve the performance of the Perindo Party of East Tanjung Jabung.

METHOD

In this study, the object of research is the Perindo Party of East Tanjung Jabung. Where the population in the study was 53 people of the Perindo Party of East Tanjung Jabung. This study is more directed at the process of analyzing the influence between leadership and work environment on motivation and its impact on performance at the Perindo Party of East Tanjung Jabung. In this study, the independent variables are leadership (X_1) and work

environment (X_2) while the intervening variable is motivation (Y) and the dependent variable is performance (Z) at the Perindo Party of East Tanjung Jabung.

The population in this study was the management of the East Tanjung Jabung Perindo Party, totaling 53 people in 2023. The sample is part of the population used. Because the population in this study was less than 100 people, the sampling method in this study used the census method where all East Tanjung Jabung Perindo Parties were used as research samples, so the number of samples in this study was 53 East Tanjung Jabung Perindo Party people.

The methods used in this study are Descriptive Method and Verification Method. In implementing this study, the types or tools of descriptive and verification research are used which are carried out through data collection in the field.

The data and hypothesis of this study will be analyzed using path analysis using the Statistic Program Social Science (SPSS) Version 21.0 program. Sunyoto (2011) wrote that path analysis is a technique for analyzing cause and effect that occurs in multiple regression if the independent variable affects the dependent variable not only directly but also indirectly. Path Analysis is a statistical technique used to test the structural or causal relationship between two or more variables, where in this case the variables in question are leadership, environment and performance and one intervening variable, namely motivation. The intervening variable is a variable between or mediating whose function is to mediate the relationship between the independent variable and the dependent variable. To test the intervening variable, the path analysis method is used, as an extension of the multiple linear regression analysis. The path analysis method can be described by the path structure as below:
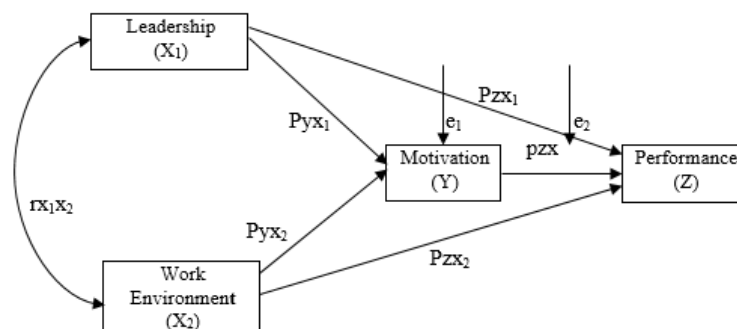

Figure 1. Conceptual Framework

Hypothesis

H1: Leadership is thought to be good, the work environment is thought to be good and motivation is thought to be high and performance at the Perindo Party in East Tanjung Jabung is thought to be high.

H2: Leadership and work environment have a significant simultaneous influence on motivation at the Perindo Party in East Tanjung Jabung.

H3: Leadership and work environment have a significant partial influence on motivation at the Perindo Party in East Tanjung Jabung.

H4: Leadership and work environment have a significant simultaneous influence on performance at the Perindo Party in East Tanjung Jabung.

H5: Leadership and work environment have a significant partial influence on performance at the Perindo Party in East Tanjung Jabung.

H6: Motivation is thought to have a significant influence on performance at the Perindo Party in East Tanjung Jabung.

RESULT AND DISCUSSION
Result

Based on the results of the descriptive analysis, the frequency distribution of the variables Leadership (X_1) and work environment (X_2), motivation (Y) and performance (Z) was obtained as follows:

Table 1. Description of Research Variables

No	Variable	Total	Criterian
1	Leadershi	3025	Good
2	Work Environment	2780	Very Good
3	Motivation	3417	Very High
4	Performace	3651	Very High

Source: Primary data processed, 2025

Judging from the research scale, the variables of Leadership (X_1), work environment (X_2), motivation (Y) and performance (Z) are categorized as Good, Very Good and Very High, so that each employee has a positive perception of the characteristics of Leadership (X_1), work environment (X_2), motivation (Y) and performance (Z) at the Perindo Party, East Tanjung Jabung.

According to Kartono (2018) work motivation can be influenced by leadership style if the leader is able to influence his subordinates to establish good communication, always motivate employees in working. The success of an organization or party is also determined by the leadership factor, because leadership affects performance (Susilaningsih, 2008).

Factors that have an influence on employee work motivation are the work environment (Suhardjo 2013). A comfortable work environment will increase employee motivation to work. According to Hasibuan (2014), the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance.

Based on the regression analysis, the following results were obtained:

Table 2. Path Coefficient Value

Influence between variables	Path coefficient (beta)	Sig.	R square
$X_1 \rightarrow Y$	1,114	0,000	0,751 = 75,1%
$X_2 \rightarrow Y$	0,386	0,001	
$X_1 \rightarrow Z$	0,796	0,000	0,738 = 73,8%
$X_2 \rightarrow Z$	0,082	0,451	
$Y \rightarrow Z$	0,788	0,000	

Source: Data processed (2025)
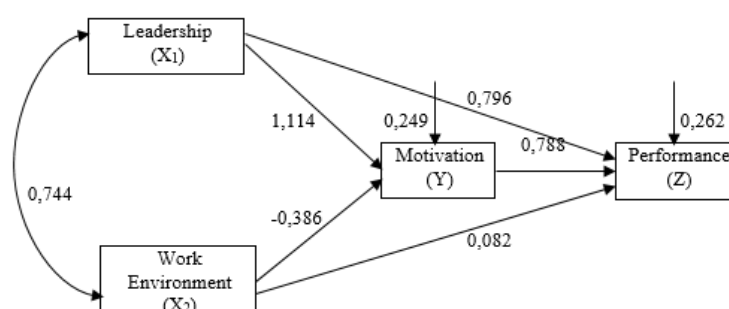
Figure 2. Conceptual Framework

From the test results obtained, the t-value of the Leadership variable (X_1) is 10.544, because the t-value> t-table (10.544> 1.67591), then partially Leadership (X_1) has a positive influence on Motivation (Y). Therefore, H0 is rejected, meaning that partially there is a significant positive influence between Leadership (X_1) and Motivation (Y). In addition, to conduct a test based on significance testing, it can be seen from the significance output of 0.000, because the significance level is more < 0.05 (0.000 < 0.05) then it can be concluded that Leadership (X_1) has an effect on Motivation (Y).

From the test results obtained, the t-value of the Work Environment variable (X_2) is -3.654, because the t-value > t-table (-3.654 > 1.67591), then partially the Work Environment (X_2) has a negative effect on Motivation (Y). Therefore, H0 is rejected, meaning that partially there is a significant negative effect between the Work Environment (X_2) and Motivation (Y). In addition, to conduct a test based on significance testing, it can be seen from the significance output of 0.001, because the significance level is more < 0.05 (0.001 < 0.05) then it can be concluded that the Work Environment (X_2) has an effect on Motivation (Y).

From the test results obtained, the t-value of the Leadership variable (X_1) is 7.344 because the t-value > t-table (7.344 > 1.67591), then partially Leadership (X_1) has an influence on Performance (Z). Therefore, H0 is rejected, meaning that partially there is a significant influence between Leadership (X_1) on Performance (Z). In addition, to conduct a test based on significance testing, it can be seen from the significance output of 0.000, because the significance level is more < 0.05 (0.000 < 0.05) then it can be concluded that Leadership (X_1) has an effect on Performance (Z).

From the test results obtained the t-value of the Work Environment variable (X_2) is 0.760, because the t-value < t table (0.760 < 1.67591), then partially the Work Environment (X_2) has no effect on Performance (Z). Therefore, H0 is accepted, meaning that partially there is no significant effect between the Work Environment (X_2) on Performance (Z). In addition, to conduct a test based on significance testing, it can be seen from the significance output of 0.451, because the significance level is more than 0.05 (0.451 > 0.05) then it can be concluded that the Work Environment (X_2) has no significant effect on Performance (Z).

From the test results obtained the t-value of the Motivation variable (Y) is 9.141, because the t-value > t-table (9.141 > 1.67591), then partially Motivation (Y) has an influence on Performance (Z). Therefore, H0 is rejected, meaning that partially there is a significant influence between Motivation (Y) on Performance (Z). In addition, to conduct a test based on significance testing, it can be seen from the significance output of 0.000, because the significance level is more < 0.05 (0.000 < 0.05) then it can be concluded that Motivation (Y) has an effect on Performance (Z).

The R Square value of 0.751 shows that Motivation (Y) in the study can be influenced by Leadership and Work Environment by 75.1%, while the remaining 24.9% is influenced by other factors that are not included in this structural model.

The R Square value of 0.738 shows that Performance (Z) in the study can be influenced by Leadership and Work Environment by 73.8%, while the remaining 26.2% is influenced by other factors that are not included in this two structural models.

According to Robbin, (2007) Leadership is the ability to influence a group to achieve a vision or a set of goals. The source of this influence can be formal, such as that given by the incumbent president/chairman in an organization/party. Because the position of president/chairman has a formally recognized level of authority, a person can obtain a leadership role simply because of his/her position in the organization/party. However, not all leaders are presidents/chairmen, and vice versa, not all presidents/chairmen are leaders (Havidz & Yandi, 2020).

The work environment is something that exists in the workers' environment that can influence them in carrying out their duties such as temperature, humidity, ventilation,

lighting, noise, cleanliness of the workplace and the adequacy of work equipment. (Isyandi, 2004).

According to Handoko (2011), motivation is a psychological factor that shows an individual's interest in work, a sense of satisfaction and shared responsibility for the activities or work carried out.

According to Mangkunegara (2014), performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

CONCLUSION

Based on the research results, the following conclusions can be drawn:
1. Based on the results of the descriptive analysis carried out, several conclusions can be drawn as follows:
    a. Leadership (X_1) at the Perindo Party in East Tanjung Jabung is in the Good criteria. This means that the Leadership (X_1) at the Perindo Party in East Tanjung Jabung has a Good role in carrying out its main tasks and functions.
    b. The Work Environment (X_2) at the Perindo Party in East Tanjung Jabung is in the Very Good criteria. This means that the Work Environment (X_2) at the Perindo Party in East Tanjung Jabung has a Very Good role in carrying out its main tasks and functions.
    c. Motivation (Y) in the Perindo Party, East Tanjung Jabung is at the Very High criteria. This means that the Motivation (Y) in the Perindo Party, East Tanjung Jabung has a role in carrying out its main tasks and functions.
    d. Performance (Z) at the Perindo Party in East Tanjung Jabung is at the Very High criteria. This means that Performance (Z) at the Perindo Party in East Tanjung Jabung has a Very High role in carrying out its main tasks and functions.
2. The direct influence of Leadership (X_1) through Motivation (Y) on performance (Z) is 69.87%, the indirect influence is -18.01% and the total influence is 51.86%, where this figure explains that the Leadership variable (X_1) through the Work Environment (X_2) contributes to Motivation (Y) with performance (Z).
3. The direct influence of the Work Environment (X_2) through Motivation (Y) on performance (Z) is -2.49%, the indirect influence is 5.35% and the total influence is 2.86%, where this figure explains that the Work Environment variable (X_2) through Leadership (X_1) contributes to Motivation (Y) with performance (Z)
4. Motivation (Y) has a significant influence on the Performance (Z) of the East Tanjung Jabung Perindo Party
5. Leadership (X_1) and Work Environment (X_2) together have a significant influence on Motivation (Y) and performance (Z) of the East Tanjung Jabung Perindo Party.

Suggestion
1. Overall, Leadership and Work Environment towards Motivation with the performance of the East Tanjung Jabung Perindo Party must be considered and improved again, so that Leadership and Work Environment towards Motivation with the performance of the East Tanjung Jabung Perindo Party can be better in the future.
2. The leader should play an active role in providing special attention accompanied by rewards so that the work process carried out produces good results.
3. One of the party's needs is the provision of work achievements that are still felt to be limited. Therefore, it is necessary to provide more learning, so that it can provide better achievements for the Perindo Party in East Tanjung Jabung

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