

# **As A Result of Leadership Styles, Motivation, And Work Environment Operation and Maintenance, Employee Performance and Job Satisfaction Activities of Gas Engine Power Plant Biak and Merauke, Papua Province, Joint Operation of Pt Wijaya Karya (Persero). Pt Wijaya Karya Rekaya Konstruksi and Tbk (Wika Rekon)**

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**Abstract.** The Influence of Styles of Leadership, The Effects Job Satisfaction and Employee Performance: The Effects of Motivation and Work Environment Operation and Maintenance Activity of Gas Engine Power Plant Biak and Merauke, Papua Province, Borobudur University, Jakarta, PT Wijaya Karya (Persero), Tbk and PT Wijaya Karya Rekayasa Konstruksi (WIKAREKON) are working together. Job satisfaction and its consequences for employee performance as a result of direct and indirect effects of leadership styles, motivation, and work environment components are investigated in this study. These elements include leadership styles, motivation, and work environment, all of which were used as independent variables in this study. The dependent variable was used to forecast their relationship with employee happiness and performance. The study's sample consisted of 90 members of the Operation and Maintenance of Gas engine Power Plant Biak and Merauke Personnel from various levels of position. With data analysis technique SEM (Structural Equation Modelling) resulted that Styles of Leadership straightforwardly affects representative execution. Employee satisfaction is important and performance are influenced directly by its motivation. In order to fulfill company interests and goals, companies must focus on harmonizing Styles of Leadership variables, generating motivation, and improving work environment in company dynamics.

**Keywords:** Styles Leadership; motivation; work atmosphere; employee satisfaction; and employee performance are all aspects of leadership

## **1 Introduction**

The increasingly fierce Companies must in order to stay afloat in a competitive market, they must increase their competitiveness. Wijaya Karya PT,(Persero),Tbk, also known as

WIKA, and its subsidiary, PT Wijaya Karya Rekayasa Konstruksi, are two Indonesian construction firms that have a policy of optimizing their personnel to carry out the company's production business operations. Both of companies develop the agreement for Joint Operation on Operation and Maintenance Activity of Gas Engine Power Plant Biak and Merauke at Papua Province.

The authors are interested in conducting research on "The Effects at the PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Kon (WIKA REKON) at the Joint Operation of PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi at the Joint Operation of PT Wijaya Karya Rekayasa Konstruksi at the Joint (Persero), Activity of Gas Engine Power Plant Biak and Merauke, Papua Province"

The phenomenon that occurred at Gas Engine Power Plant Biak and Merauke, As an initial This report identifies a number of difficulties that demand consideration as a starting step in a group of employees' research Based on the context of the issues that arose, the main problems in this study were formulated as follows:

1. Organizational goals have not been met to their full potential.
2. Awareness of employees' contributions to the organization is low (Demotivation)
3. The tendency for discipline and motivation to dwindle
4. There is a lack of clarity in the organization's aims and policies.

## **2 Research Purposes**

Based on the problem statement in Chapter I, the purpose The purpose The purpose of this research is to put theories to the test and obtain empirical evidence evidence in the following ways:

1. To investigate the direct effect of leadership styles on job satisfaction at PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi's joint operation of gas engine power plants in Biak and Merauke, Papua Province. (WIKA REKON).
2. At the joint meeting of PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi, researchers looked at the direct motivation's impact on job satisfaction operation of gas engine power plants in Biak and Merauke, Papua Province. (WIKA REKON).
3. The goal of this research was to investigate the direct impact of motivation on job satisfaction at a joint venture of PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi operation of gas engine power plants in Biak and Merauke, Papua Province. (WIKA REKON).
4. To look at the indirect effects of leadership styles on employee performance in the joint operation of gas engine power plants in Biak and Merauke, Papua Province, by PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi (WIKA REKON).
5. To look at the indirect effects of leadership styles on employee performance in the joint operation of gas engine power plants in Biak and Merauke, Papua Province by PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi (WIKA REKON).
6. To look at the impact of the indirect work environment on performance at PT Wijaya Karya (Persero),Tbk and The combined operation of gas by PT Wijaya Karya Rekayasa Konstruksi engine power plants in Biak and Merauke, Papua Province (WIKA REKON).
7. To look into the direct PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya Rekayasa Konstruksi investigated the impact the impact of job satisfaction on performance in the workplace joint operation of gas engine power plants in Biak and Merauke, Papua Province. (WIKA REKON).

### 3 Research Purposes

The researcher noticed that few researchers have examined Leadership and Motivation Styles based on relevant studies. This research is unusual in that it employs Motivation and Work Environment as moderating variables to affect Leadership Styles and Employee Satisfaction at PT Wijaya Karya (Persero), Tbk and PT Wijaya Karya ReKayasa Konstruksi's Joint Operation at Gas Engine Power Plant Biak and Merauke, Papua Province (WIKAREKON).

**Table 1.** Relevant Research

No	Research Title and Researcher Name	Research purposes	Research variable		Data Analysis Techniques	Research result
			The same one	What's Different		
1	The researcher noticed that few researchers have examined Leadership and Motivation Styles based on relevant studies. This research is unusual in that it employs Motivation and Work Environment as moderating variables to affect Leadership Styles and Employee Satisfaction at PT Wijaya Karya (Persero), Tbk and PT Wijaya Karya ReKayasa Konstruksi's Joint Operation.	Examine the impact of employee job satisfaction on work motivation, leadership, and corporate culture, as well as their impact on company performance.	Work motivation Job satisfaction Leadership	Employee performance Organizational culture	Structural Equation Modeling Analysis	Work motivation affects employee work satisfaction significantly; leadership affects employee work satisfaction is influenced by organizational culture, and employee job satisfaction is influenced by organizational culture. Employee job happiness has a significant impact on business success. Workplace motivation has a significant impact on business performance. Leadership has a tremendous impact on the success of an organization. The culture of a firm has a substantial impact on its performance.
2	At the BRI, researchers looked into the impact of Employee motivation and performance are influenced by	Of the BRI Unit at the Semarang Pattimura Branch Office, does Improve employee	Job satisfaction Work motivation Employee performance	Organizational culture	Structural Equation Modeling Analysis	Organizational culture has been shown to have a positive effect on employees' work motivation

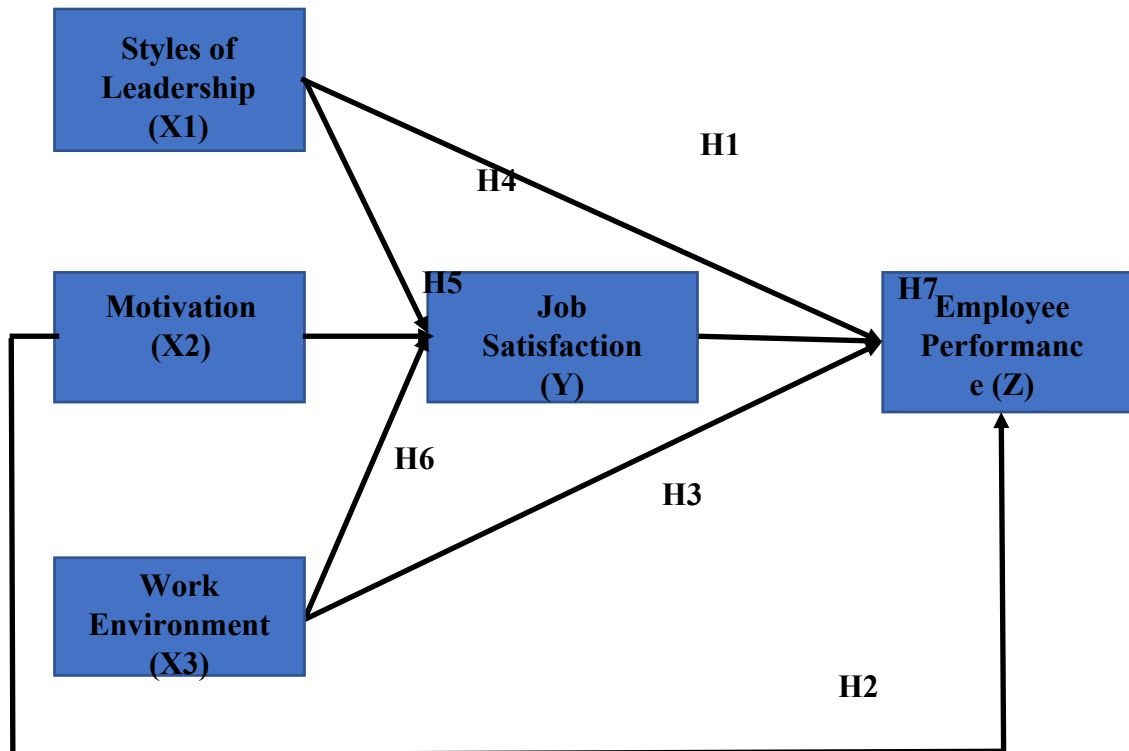
	organizational culture and work satisfaction. The Patimura Semarang Branch Office has a bank unit (Wibowo, 2008).	motivation and performance by enhancing organizational culture and job satisfaction?				Work motivation has been demonstrated to have a Employee performance is improved as a result of this. Employee performance has been found to be influenced by organizational culture. Employee performance has been shown to be positively influenced by job satisfaction.
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3	Employee Performance Regarding the Performance of Bank Aceh Syariah in Banda Aceh City as a Function of Work Motivation, Work Environment, and Organizational Culture (Fachreza, et al., 2018)	Understanding the impact Employee motivation, work environment, and organizational culture, as well as their impact on Bank Aceh Syariah's performance in Banda Aceh City. Examining the effects of employee motivation, leadership, and corporate culture on productivity	Work motivation Work Environment Employee performance Job satisfaction	Organizational culture	Structural Equation Modelling Analysis	Work motivation, work environment, and organizational culture all have a favourable impact on Bank Aceh Syariah employees' performance in Banda Aceh City.
4	Employee Productivity and the Effects of Work Motivation, Leadership, and Organizational Culture At PT. Karina Muara Badak (Salim, 2017)	Employee performance is being studied in terms of work motivation, work environment, and work culture.	Employee motivation, job satisfaction, and performance	Organizational culture	Multiple Linear Regression Analysis	Workplace motivation has employee productivity has increased significantly and in a favourable way. Leadership has a large and important role to play positive impact on others workforce productivity.  Employee job productivity is influenced by organizational culture

						in a positive and significant way.
5	Workplace Effects Motivation, Work Employees of the Department of Social Services Employees of the Social Services Department of Social Services (DSS) employees of the Department of Social Jember Regency (Adha, et al., 2019).	The impact of Employee performance is influenced by job motivation, work environment, and work culture being investigated.	Work motivation Employee performance Job satisfaction	Work Culture	Multiple Linear Regression Analysis	The work environment and culture have a favourable impact on employee performance.  Work motivation does not affect employee performance

#### 4 Thinking Framework

In the analytical model, the thinking framework is described in this discussion based on the notions or theories above:



Based on the preceding theoretical explanation and framework of thought, the following hypothesis is proposed in this study:

**H1** = Styles of Leadership straightforwardly affects representative efficiency

**H2** = Employee Motivation has a direct impact on performance.

**H3** = Employee performance is influenced directly by the work environment.

**H4** = Leadership styles have an indirect impact on employee performance.

**H5** = Employee Motivation has an indirect influence on performance.

**H6** = Employee Indirectly, the work environment has an impact on performance.

**H7** = Employee performance is directly influenced by job satisfaction.

## 5 Research Methods

In this investigation, a quantitative method was used approach, which entails putting the statistics to the test to see how strong the association between the variables is studied.

The data for this study was separated into two categories:

1. Data from the field  
Data acquired straight responses from respondents is referred to as primary data the employees of Operation and Maintenance Activity on Gas Power Plant Biak and Merauke, Papua Province by Joint Operation of PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya ReKayasa Konstruksi is a construction company based in Wijaya, Indonesia.
2. Secondary information  
Operations and Maintenance Activity on Gas Power Plant Biak and Merauke, Papua Province by PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya ReKayasa Konstruksi, as different sources that help the examination of this exploration, like books, articles, and other applicable distributions, and different sources that help the investigation of this examination, like books, articles, and other significant distributions,, and other sources that support the analyst and other sources that support and other sources that support

The following strategies were used by the researcher to acquire primary and secondary data:

1. Questionnaire  
The purpose of the questionnaire was to collect information from respondents, particularly personnel from PT Wijaya Karya (Persero),Tbk and PT Wijaya Karya ReKayasa Konstruksi on the operation and maintenance of gas power plants in Biak and Merauke, Papua Province. The statements in the questionnaire were crafted so that they did not contradict the study's objectives. A a measurement scale with a 1 to 5 scale range on the Likert scale model was utilized in this questionnaire.
2. Study of literature  
sheets Literature studies are completed by searching for and gathering data from sources associated with the exploration theme, like libraries, the web, and conversation gatherings.

## 6 Discussion

For each variable in this investigation, there are numerous hypotheses H0 and Ha. based on the previously stated conceptual framework of the investigation. Where H0 denotes a hypothetical assumption with no basis in fact bearing and Ha denotes one that does.

To evaluate as a quantitative analysis, a statistical test was performed using the Structural Equation Modeling (SEM) Analysis computation. "The t-test statistic represents how well each

explanatory/independent variable explains the dependent variable independently," says the author writes Ghozali (2005:84).

If the t-value  $> 1.96$  at  $\alpha = 0.05$ , According to the hypothesis test,  $H_0$  is either ruled out or the variable has an effect. The next section describes the relationship between each of the study's influential variables.

H3 = Workplace improvements have a direct impact on employee performance.

- It claims that changes in the work environment have a significant effect based on hypothesis testing on employee performance findings with a correlation value of 0.768 at a 95% confidence level.
- This demonstrates that the research goal of determining employee performance as a result of workplace improvements in the workplace has been met.

H6 = Workplace improvements have an indirect impact on employee performance.

- It claims According to the findings According to theory testing at a 95 percent certainty level with a relationship worth of 0.768, there is a significant relationship between Work Environment Development and Employee Performance in a roundabout way with directing on Employee Satisfaction.
- This demonstrates that the study's purpose is to see how workplace reforms affect employee performance in the workplace has been met.

H7 = Job satisfaction among employees has a direct impact on employee performance.

- It claims that Employee job happiness has a big impact on their productivity is directly related to the findings of hypothesis testing with a correlation value of 0.755 at a 95% confidence level.
- This demonstrates that the research goal of determining the influence of employee job satisfaction on performance in the workplace has been met.

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