

The Impact of Communication and Leadership Style on Employee Performance at United Mahato Cooperative

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Abstract. This study aims to: (1) ascertain the degree to which Leadership Style affects Employee Performance at the United Mahato Cooperative office; (2) ascertain the degree to which Communication affects Employee Performance at the United Mahato Cooperative office; and (3) ascertain how Leadership and Communication Style affects Employee Performance at the Mahato Bersatu Cooperative office. This study adopts a quantitative methodology and uses data mostly in the form of a questionnaire, which was distributed to the complete study population. The sample for this study consists of 35 individuals who work in part-time functional positions. To demonstrate the degree of validity and dependability, the researcher used The study's data analysis methods, such as technical analysis regression double, and employed a reliable and trustworthy questionnaire. According to study findings, 1) kindly Employee performance is positively and significantly impacted by the partial leadership style variable, with a score significant as high as 0.000 0.05. kindly Employee performance is not significantly impacted by partial communication, as indicated by a significant value of 0.742 > 0.05. Style Employee performance is simultaneously impacted by leadership and communication, with a significant value of 0.000 to 0.05.

Keywords: : Performance-1; Communication-2; Leadership Style-3

1 Introduction

A leader can influence his followers through his behavior patterns and personality, which are both examples of style leadership. Leadership is one of the variables that can result in improved employee performance since a leader is someone who has the desire to see an organization thrive and who interacts with group members in a particular way or style. A person can use a sophisticated leadership style to persuade others to complete an assignment, task, or objective by prudently guiding the group [1].

A leader conducts effective communication, which makes para employees feel content with their work and encourages performance that is advantageous to them. Communication is a tool to increase cooperation, trust, responsibility answer and enthusiasm of the employee [2].

There is Miscellaneous communication, which includes Vertical communication and Horizontal communication. This covers interactions between coworkers or employees as well as communication between supervisors and subordinates. Tops game His employment entails

giving his subordinates instructions and assignments. In addition to giving assignments, superiors must be able to hear an employee's concerns, comments, or issues. Employee access to information is frequently restricted when performing their duties or in other situations about the interests of the organization. Because there is communication within the organization, which is connected with good, things will be done as they should be. Since there is strong communication, employees may easily complete their tasks on schedule. If the relationship is built properly, it will foster a welcoming work environment and may enhance workers' output.

Performance is the outcome of a person's quality and amount of work completed while performing their job after receiving insufficient responses [3]. According to Hasibuan [4], A work result that has been accomplished by someone in completing the responsibilities allocated to him based on competence, experience, sincerity, and timeliness is referred to as performance.

According to the observations that have been made, the Mahato Bersatu Cooperative has to address an issue with leadership style and communication because staff performance has declined. The fact that the leader puts too much pressure on his team members and communicates poorly with others in the Mahato Bersatu Cooperative shows that the cooperative does not yet support its members in creating a comfortable work environment, which results in subpar performance from its members. Understanding the value of leadership style and communication calls for strong coordination so that efforts can be directed toward efficiently achieving goals and there is no confusion in the process. The goal of the study is to determine how communication and leadership styles affect employee performance at the United Mahato Cooperative.

2 Methods

35 employees are utilized in research both as a population and a sample. A sampling technique known as content sampling or census uses the entire population as a random sample [5]. Both primary and secondary data are used as data sources. This kind of study combines quantitative and qualitative methods. Information in the form of numerical numbers related to studies and theories in research is known as quantitative data. Data collected without the use of surveys or questionnaires are referred to as qualitative data. Literature reviews and questionnaires are two data collection methods. This examination is a Partial Multiple Linear Regression Test (t-Test) Concurrent Test (F Test) Determinants of the Coefficient Test.

3 Results and Discussion

3.1 Analysis Linear Regression Double

Analysis regression double conducted with the use help program SPSS ver si 26. Results analysis more could be seen in the table following.

Table 1. Regression Analysis linear Double

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	8,836	5,570		1,586	.122
	X1	1,211	.270	.862	4,481	.000
	X2	.077	.233	.064	.331	.742

a. Dependent Variable: Y

Source: Results output SPSS 2022

From the results regression linear double like in table 1.9, so could arrange equality as follows:

$$Y = 8,836 + 1.211.X1 + 0.077.X2 + e$$

Information :

Y = Employee Performance X1 = Leadership Style X2 = Communication

Equality regression on so could be interpreted as follows:

Results from test regression linear double so, score constant (a) which obtained that is as big 8,836. When variable X 1 (Style Leadership) increase as big 1 unit so performance employee increase as big 1,211. Results from coefficient regression X 2 (Communication) take to effect positively to Y (performance employee) as big 0.077.

3.2 Test Reliability

Reliability testing was carried out to find out whether the answers given to respondents can be trusted or reliable by using Reliability analysis through the Cronbach Alpha method (Ghozali, 2012). This reliability test is seen in the table as follows:

Table 2. Results Test Reliability

	Cronbach's Alpha R Table	R Count	Results
NO	0.60	0.883	Reliable
KO	0.60	0.810	Reliable
K	0.60	0.857	Reliable

The Cronbach's Alpha value of all variables is greater than 0.8 so it is concluded that the indicator or questionnaire Style leadership, Communication, and Performance all stated reliable or could trust as a tool measuring variable.

3.3 Testing hypothesis

3.3.1 Test Partial (t-test)

Testing through the t-test is by comparing the t-count with the t-table at a real level = 0.05. The t-test has a significant effect if the count results are greater from the t-table ($t_{count} > t_{table}$) or the error probability is smaller from 5 % ($sig < 0.05$).

Table 3. Results Test Partial

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	8,836	5,570		1,586	.122
	X1	1,211	.270	.862	4,481	.000
	X2	.077	.233	.064	.331	.742

a. Dependent Variable: Y

Data Source: data processed 2022

Based on the table so could is known on test t Partial which consists of 2 (two) variable independent that is X 1 (Style Leadership), X 2 (Communication) which could know the effect on the variable Y (Employee Performance). The partial t-test can be deciphered as follows:

It is known for the significant value of variable X 1 (Leadership Style) to variable Y (Employee Performance) that is equal to $0,000 \leq 0,05$ which means there is an influence variable leadership style on Performance and can it is concluded that H1 is accepted study this supporting study [6] and [7].

Is known for variable X 2 (Communication) to variable Y (Performance Employee) i.e. as big $0,742 > 0,05$ it means no there is influence Variable Communication to performance employees and earn it is concluded that H2 is rejected study this different from the study [8] and [7].

3.3.2 Simultaneous Test (F-Test)

The f test in statistics is used to find whether the variances of two populations are equal or not by using a one-tailed or two-tailed hypothesis test.

Table 4. Test results Simultaneous

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	1477606	2	738,803	89,963	.000 ^b
	residual	262,794	32	8,212		
	Total	1740,400	34			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Data Source: data processed 2022

From the calculation results of multiple linear regression analysis with the help of the SPSS program, ver 2 6 obtained a Fount of (89,963) \geq Fable (3, 32) so it can be concluded that hypothesis H3 is accepted, which means that there is the influence of X1 (Leadership Style) and X2 (Communication) simultaneously against Y (Performance Employee) study this supporting study previously by [8] and [7].

3.3.3 Coefficient Determination (R²)

The coefficient of determination (R²) is a number between 0 and 1 that measures how well a statistical model predicts an outcome. You can interpret the R² as the proportion of variation in the dependent variable that is predicted by the statistical model

Table 5. Coefficient Determination

Summary models				
Model	R	R Square	Adjusted R Square	std. An error in the Estimate
1	.921 ^a	.849	.840	2,866

a. Predictors: (Constant), X2, X1
dependent Variables: Performance

Source: Results Output SPSS ver.2 6

Based on the table above, where R: 0.8 40 explains the variations that occur in variable dependent Y (Performance Employee) that is as big as 0.8 40 % which determined oh variable X 1 (Style Leadership) and X 2 (Communication), the rest influenced by another factor who does not include in this research.

3.4 Discussion

To learn the findings of a study on the impact of communication and leadership style on the productivity of staff at the United Mahato Cooperative office. Then, based on the outcomes of the data analysis, it may be seen. According to descriptive analysis, the Mahato Bersatu Cooperative office's management style and worker performance fall into the "excellent" category. This issue could be seen in terms of leadership and performance indicators.

The leaders who have maintained ease of information access, the degree of message understanding, and changes in attitudes can be considered as evidence that communication with employee performance has a significant positive and substantial influence. It will have an impact on an employee's performance and help it improve.

Because of the findings of the test, one may argue that the style of leadership has a positive and significant impact on employee performance. The score for partial style leadership is significant at 0.05. It is also clear from this study that the same X variable leadership style and its impact on employee performance is the focus of its equation with earlier research.

5 Conclusion

Based on the results study which has conducted by a researcher with the title "Influence Leadership Style and Communication on Employee Performance at the United Mahato Cooperative" so will serve many conclusions as following:

Based on the results of the t (partial) test on the H1 hypothesis, it can be concluded that force leadership has a positive and significant effect on employee performance at the Mahato Bersatu Cooperative office. Where the results of data processing using the SPSS version 26

program, then the value is obtained significant 0.000 which means there is an influence in a manner positive Among style leadership to performance employees at the Mahato Bersatu Cooperative office.

Based on the results of test t (Partial) on hypothesis H2, so could conclude that no there is influence and significance Among communication to performance employee on office United Mahato Cooperative. Where to get obtained score significant $0.742 >$ of 0.05. Results from processing using SPSS version 26.

Based on the results of test F (simultaneous) on hypothesis H 3 then could conclusion is drawn that there is an influence in a manner simulant or a manner together Among style Leadership and communication to performance employee on office United Mahato Cooperative. Analysis data was used in this study, namely multiple linear regression analysis to obtain score count \geq of f-table through SPSS program version 26.

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