

# Influence of Leadership, Workload, and Environment Work on Employee Work Spirit in The Agency Staffing and Resource Development Human Power in Bintan District

Y Yuritanto<sup>1</sup>, Ardi Suprianto<sup>2</sup>, Nadila Surika Adsha<sup>3</sup>, Evita Sandara<sup>4</sup>, M Maryati<sup>5</sup>  
{yuri.tanto09@gmail.com<sup>1</sup>, ardisupr2905@gmail.com<sup>2</sup>, nadilasudika121@gmail.com<sup>3</sup>}

STIE Pembangunan Tanjungpinang, Management Department, Indonesia<sup>12345</sup>

**Abstract.** Study this aim to analyze the influence of leadership, burden work, and environment work to spirit work employees at the Personnel and Development Agency Source Power Man Regency Bintan. Type study uses the method of quantitative associative. Sample in the study this as many as 39 respondents. The sampling technique used is saturated sampling. Method analysis used consists of a data quality test (validity and reliability), assumption test classical (normality, heteroscedasticity, multicollinearity, and autocorrelation), hypothesis testing (t-test and f-test), multiple linear regression tests, and coefficient determination. Data were analyzed with multiple linear regression using SPSS application version 21. Research results obtained equality multiple linear regression  $Y = 25.265 + 0.282 + (-0.785) + 0.489$  and the value Adjusted R Square ie of 0.60 or 60%. Variable t-test results leadership take effect significant to spirit work with score probability significance of  $0.020 < 0.05$  and the calculated t value of  $2.430 > 2.030$ . Variable burden work takes effect significant to spirit work with score probability significance of  $0.000 < 0.05$  and the calculated t value of  $-5.767 > -2.030$ . Variable environment work takes effect significant to spirit work with score probability significance of  $0.004 < 0.05$  and the calculated t value of  $3.060 > 2.030$ . Based on the results obtained could be concluded that variable leadership, burden work, and environment work take effect well in a manner Partial nor simultaneous to spirit work employee at the Personnel and Development Agency Source Power Man Regency Bintan with contribution score Adjusted R Square ie of 0.60 or 60% % and the remaining 40% is influenced by other variables that are not investigated in research this like compensation, discipline work, climate organization, culture work and so on.

**Keywords:** leadership; burden work; environment work; passion work

## 1 Introduction

Every agency government certain have management in arranging source power human (HR). source power organized human resources (HR). with good so will give effect positive to something organization. In other words ie dependency something an organization to source power human resources (HR) is very big, p this naturally no regardless of function source power human resources (HR) as mover or executor from the tasks to be run by the organization.

Human Resource Management (MSDM) is part of management that focuses on the role of human regulation in realizing organizational goals or a company [1]. leadership is a process for

influencing activity from an individual or group to reach the destination in a situation certain [2]. workload Something condition from a profession with description is a must resolved at a limited time certain [3]. Environment work Whole tool tools and materials encountered, the environment around where someone works, the method it works, as well as Settings works well as an individual nor as a group [4]. Spirit work Desire and earnestness somebody works his job with good as well as discipline to reach performance maximum work [5].

Personnel and Development Agency employees Source Power Man Regency Bintan expect or want to figure out a capable leader to control and create an atmosphere environment conducive and harmonious work \_ between fellow employee, got accommodate all complained sigh employee, firm and wise intake actions and decisions as well as Becomes exemplary and always support employees in work.

Destination study is for knowing Influence Leadership, Workload, and Environment Work To Spirit Work Employees at the Personnel and Development Agency Source Power Man Regency Bintan.

## 2 Method

### 2.1 Study Type

There are two types of research, that is study qualitative and research quantitative. Study qualitative is characteristic research analysis with the use of the technique interview. Medium study quantitative is characteristic research count with collect data using questionnaires and techniques library.

### 2.2 Population and Sample

#### 2.2.1 Population

The population is very relevant to data and is the totality of all possible values, either result count or measurement quantitative and qualitative on characteristics certain about object research. According to [6] Population is a group of people, incident something that has characteristics certain on object research. The population in the Personnel and Development Agency Source Power Man Regency Bintan totaled 39 people.

#### 2.2.2 Sample

Amount population in the Personnel and Development Agency Source Power Man Regency Bintan totaled 39 people, consisting of 21 men and 18 women who joined in all divisions. So the sample used in the study is the whole Staff and Development Agency employees Source Power Man Regency Bintan, amounting to 39 respondents.

## 3 Results and Discussion

### 3.1 Analysis Multiple Linear Regression

**Table 1.** Analysis Multiple Linear Regression.

Coefficients <sup>a</sup>
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Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	25,265	8,084		3.125	.004
	Leadership	.282	.116	.252	2,430	.020
	Workload	-.785	.136	-.600	-5,767	.000
	Environment Work	.489	.160	.320	3,060	.004
a. Dependent Variable: Enthusiasm Work						

Based on the table on obtained equality as follows this

$$Y = 25.265 + 0.282 + (-0.785) + 0.489$$

with conclusion :

1. Constant B value = 25.265  
Constant value this show that if no there is a score from variable fee that is leadership, burden work, environment work so spirit work Staff and Development Agency employees Source Power Man Regency Bintan of 25.265.
2. Leadership Value (X 1 ) = 0.282  
Coefficient regression shows that every change leadership is equal to 1 unit, then spirit work Staff and Development Agency employees Source Power Man Regency Bintan will increase by 0.282 units with the assumption other variables are considered to stay.
3. Workload Value ( X 2 ) = - 0.785  
Coefficient regression shows that with every decline in burden work of -0.785, then spirit work Staff and Development Agency employees Source Power Man Regency Bintan will increase with the assumption other variables are considered to stay.

### 3.2 T-Test Results (Partial)

**Table 2.** Test Results t

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	25,265	8,084		3.125	.004
	Leadership	.282	.116	.252	2,430	.020
	Workload	-.785	.136	-.600	-5,767	.000
	Environment Work	.489	.160	.320	3,060	.004
a. Dependent Variable: Enthusiasm Work						

Based on the table partial t-test results could pull the conclusion as follows this :

1. Influence leadership to spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on table 7 above, shows variable leadership has a significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan, statement this showed or proven with score probability significance of  $0.020 < 0.05$  and the calculated t value of  $2.430 > 2.030$ .
2. Influence burden works to spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on table 7 above, shows variable burden work has a significant influence on spirit work Staff and Development Agency

employees Source Power Man Regency Bintan, statement this showed or proven with score probability significance of  $0.000 < 0.05$  and the calculated t value of  $-5.767 > -2.030$ .

- Influence environment works to spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on table 7 above, shows variable environment work has a significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan, statement this showed or proven with score probability significance of  $0.004 < 0.05$  and the calculated t value of  $3.060 > 2.030$ .

### 3.3 f Test results (Simultaneous )

**Table 3.** Test Results f

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	1528,952	3	509,651	19,998	.000 <sup>b</sup>
	residual	891,971	35	25,485		
	Total	2420923	38			
a. Dependent Variable: Enthusiasm Work						
b. Predictors: (Constant), Environment Work, Leadership, Workload						

Based on the table above, shows that variable leadership, burden work, and environment work have a significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan because score probability significance of  $0.000 < 0.05$  and the calculated f value of  $19,998 >$  from table f value of  $2,870$ .

### 3.4 Determination Test Results ( $R^2$ )

**Table 4.** Determination Test Results ( $R^2$ )

Summary models				
Model	R	R Square	Adjusted R Square	std. The error in the Estimate
1	.795 <sup>a</sup>	.632	.600	5048
a. Predictors: (Constant), Environment Work, Leadership, Workload				

Based on the table one could be seen that score Adjusted R Square is 0.60 or 60% which means influence variable leadership, burden work, environment work to spirit work Staff and Development Agency employees Source Power Man Regency Bintan by 60% and the remaining 40% is influenced by other variables that are not investigated in research this like compensation, discipline work, climate organization, culture work and so on.

## 4 Conclusion

Based on table t-test results above, show that variable leadership has a positive and significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on table t-test results above, show variable burden work has a negative and significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on table t-test results above, show variable environment work has a positive and significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan. Based on the table the results of the f test above, show that variable leadership, burden work, and environment work have a significant influence on spirit work Staff and Development Agency employees Source Power Man Regency Bintan.

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