

**THE EFFECTS OF LEADERSHIP AND JOB INVOLVEMENT ON THE PERFORMANCE OF
EMPLOYEE ON PT. YAKIN INDAH LESTARI PEKANBARU**

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ABSTRACT

This study aims to determine the leadership style and work involvement of employee performance at PT. Yakin Indah Lestari Pekanbaru which is engaged in bicycle distributors. This analysis is based on 34 respondents who are all employees of PT. Sure Indah Lestari Pekanbaru. The method of data collection carried out in this analysis is through questionnaires while to discuss how leadership style and work involvement affect employee performance at PT. Yakin Indah Lestari Pekanbaru is by using the descriptive analysis method. The hypothesis in this study is that leadership style and work involvement affect employee performance at PT. Sure Indah Lestari Pekanbaru. In hypothesis testing, multiple regression analysis, determination coefficient test, simultaneous test and partial test are used with the help of the SPSS 19.0 program. Based on the results of this study, it is known that leadership style and work involvement simultaneously have a significant effect on employee performance at PT. Yakin Indah Lestari Pekanbaru with a coefficient of determination of 69.9%. The results of the partial test show that leadership style has a significant effect on employee performance at PT. Yakin Indah Lestari Pekanbaru and work involvement have a significant effect on employee performance at PT. Sure Indah Lestari Pekanbaru. This research suggests that leaders further increase their intellectual stimulation and provide good guidance for employees This research also suggests that leaders more often involve employees in the implementation of duties, Provide an opportunity to express their ideas, so that each employee feels valued by the company.

Keywords : Leadership Style; Work Engagement; Performance

INTRODUCTION

Entering the era of globalization, the potential of Human Resources is essentially one of the capitals and plays the most important role in achieving company goals. Therefore, companies need to manage Human Resources as best as possible. Because the key to the success of a company is not only in the advantages of technology and the availability of funds. But the human factor is the most important factor of all.

One of the most important business managements is the management of human resources (HR). This is because human resources have an important role in carrying out the operational activities of a company. For this reason, the company must have quality and competent human resources to achieve company goals.

Zainal, 2014: 4 states that human resource management is one of the fields of general management which includes aspects of planning, organizing, implementing and controlling. Thus, companies need qualified human resources to play an active role in carrying out company management activities.

PT. PT. Yakin Indah Lestari is a distributor company engaged in the sale of Bicycles, *Babywalkers*, Battery cars, *Scoters*, *Spare Parts* and also provides bicycle service services. Various brands of bicycles are sold and also have mainstay products such as United, *Element*, *Family* brand bikes. Sales performance data of PT. Yakin Indah Lestari over the past five years is an interesting thing to study because it has decreased over the last 5 years, From the achievement of 108% in 2017, 98% in 2018, 81 % in In 2019, 85% in 2020 to 86% in 2021.

There are many factors that affect the level of sales and employee performance levels in a company can be external factors or internal factors such as the leadership style of a boss who is less able to provide encouragement, employees who feel less involved in a job and employees who care less about their work. This can affect employee performance to decline and not achieve company goals.

Involving all employees in a job within the company is basically by involving employees at all levels of the organization in making messengers or solving problems. With the involvement of work in the company can increase the sense of responsibility in employees, but this is not entirely the case for PT. Sure Beautiful Lestari. As in the level of sales achievement in the company that is decreasing.

It can be known that many employees are less than optimal in achieving company targets and also less concerned about their work so that it can reduce the level of employee performance in achieving goals in the company.

Leadership efficiency broadly includes the process of influencing organizational goals, motivating follower behavior to achieve goals, influencing to improve the group and its culture. In addition, it also affects the interpretation of the events of its followers, organizing and activities to achieve goals, maintaining cooperative relations and group work, obtaining support and cooperation from people outside the group or organization (Zainal, 2017: 2).

Supported by previous research conducted by Trang (2013) entitled Leadership Style and Organizational Culture Influence on Employee Performance (Study on BPKP Representatives of North Sulawesi Province) stated that Leadership Style and Organizational Culture have a significant positive effect on employee performance. In addition, research on leadership style was also conducted by Antou (2013) entitled leadership style and organizational culture, its influence on the performance of Malalayang I Manado village office employees, stating that Leadership Style and Organizational Culture have a significant positive effect on employee performance.

The work involves examining how organizations enable their workforce to develop their full potential and how the workforce is directed to organizational goals in order to create a high-performance organization (Zainal, 2014: 320).

Adare, et al (2015) examined the workload, *organizational citizenship behavior*, and work involvement influence on the performance of PT. PLN (Persero) Suluttenggo Manado Area stated that there is an influence between Work Involvement on Employee Performance.

This is in line with research conducted by Kakinsale, et al (2015) regarding the effect of work involvement, work environment, and compensation on employee performance at PT. Build *Authority Beverages* Manado states that there is an influence between Work Engagement, Work Environment, and compensation on Employee Performance.

From the background and previous research, the purpose of this study is to determine the influence of leadership style and work involvement on employee performance at PT. Sure Indah Lestari Pekanbaru.

LITERATURE REVIEW

Human Resource Management

Human resource management is one of the fields of general management which includes aspects of planning, organizing, implementing and controlling (Zainal, 2014: 4).

In an effort to achieve company goals, the problems faced by management are not only found in raw materials, work tools, production machines, money and the work environment, but also concerns employees

(Human Resources) who manage production factors, as well as other production factors, are inputs *processed* by the company and produce outputs.

New employees who do not yet have skills and expertise are trained, so they become skilled and expert employees. If he is further trained and given experience and motivation, he will become a mature employee. This human resource management is called HR Management (Zainal, 2014: 4).

Meanwhile, Zainal, 2014: 13 groups human resource management into two different functions, namely managerial functions and operational functions. Managerial functions are divided into four, namely planning, *organizing*, *directing*, and controlling. While the operational function is divided into five, namely *procurement*, *development*, *compensation*, *integration*, and maintenance.

The role of HR Management is the needs of employees and owners of the demands of the wider community. The role of HR Management is to bring together or combine these three interests, namely the company, employees and the wider community, towards achieving effectiveness, efficiency, productivity and company performance (Zainal, 2014: 13).

The role of HR Management in carrying out HR aspects must be managed properly so that policies and practices can run according to what the company wants, which include other activities (Zainal, 2014: 13-14): Conduct job analysis (determine the job characteristics of each HR), plan labor needs and recruit prospective workers, m selection of prospective workers, m provide introduction and placement to new employees, determine wages, salaries, and how to provide compensation, provide incentives and welfare, conduct work evaluations, communicate, provide counseling, enforce work discipline, provide education, training and development, Build work commitments, provide health care, resolve labor disputes, resolve complaints and employee relationships.

The Relationship of Dreaming Style with Employee Performance

Definitions of leadership vary as much as people try to define the concept of leadership. The definition of leadership broadly includes the process of influencing the goals of the organization, motivating the behavior of followers to achieve goals, influencing to improve the group and its culture, as well as influencing interpretation of the events of its followers, organizing and activities to achieve goals, maintaining cooperative relations and group work, gaining support and cooperation from people outside the group or organization (Zainal, 2017:2).

Meanwhile, according to Zainal, 2014: 320 argues that leadership is a behavior shown by the executive team and managers in setting an example, motivating, running and reflecting on total quality as a fundamental process for continuous improvement in the environmental field. The indicators of leadership style are Kcharisma, Inspirational Motivation, Stimulation I intellectual, *Individual Consideration*.

H1 : Leadership Style has a positive influence on Employee Performance at PT. Sure Indah Lestari Pekanbaru.

The Relationship of Work Engagement with Employee Performance

Employee involvement is how the organization allows its workforce to develop its full potential and how the workforce is directed to the organization's goals in order to create a high-performance organization (Zainal, 2014: 320). Pelibatan kerja di artikan sebagai suatu ukuran sample di mana individu secara psikologis memihak pekerjaan mereka dan menganggap penting kinerja yang di capai sebagai penghargaan diri (Adare, et al, 2015:1063)

Engagement Work in practice is closely related to the level of absenteeism, the rate of requests to stop working and wanting to participate in a team or work group. The indicators of work involvement are emotional aspects, cognitive aspects, behavioral aspects and reliability.

H2 : Work Involvement has a positive influence on Employee Performance at PT. Sure Indah Lestari Pekanbaru.

Employee Performance

Performance is a general term used for part or all of the actions or activities of an organization in a period with reference to a number of standards such as past or projected costs (Zainal, 2014: 447).

According to Zainal, 2014: 447, performance is also a periodical determination of the operational effectiveness of the organization, parts of the organization and its employees based on targets, standards and criteria that have been previously set.

Adare, et al, 2015: 1063 explained that employee performance (work performance) is work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

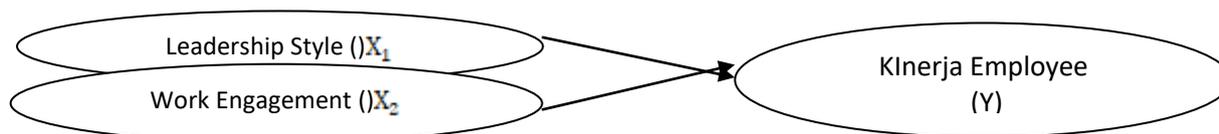
Meanwhile, according to Strang, et al, 2013: 210 employee performance is a measure that can be used to determine the comparison of the results of task implementation, responsibilities given by the organization in a certain period and can be relatively used to measure work performance or organizational performance. So that it can be concluded that employee performance is a measure of the performance results of each individual or team work that is expected to be able to make a positive and satisfying contribution in carrying out their duties.

In employee performance there is also a performance appraisal. The main purpose of performance appraisal is to motivate individual employees to achieve organizational goals and in meeting predetermined standards of behavior, so as to produce actions and results desired by the organization (Zainal, 2014: 447).

With performance appraisals, top managers can obtain an objective basis for compensating according to the achievements that each accountability center contributes to the company as a whole. All of this is expected to form motivation and stimulation in each part to work more effectively and efficiently (Zainal, 2014: 447). The indicators of employee performance are achievement, creativity, cooperation, discipline and responsibility.

Framework of Thought and Hypothesis

A frame of mind is a temporary explanation of a phenomenon that is the object of our problem. The framework of thought is prepared based on a literature review and relevant and related research results used to make hypotheses. This study consists of independent variables, namely Leadership Style (X_1) and Work Engagement (X_2), and the dependent variable, namely Employee Performance (Y).



Source : Processed Data 2017

Figure 1. Frame of Mind

With this frame of mind, hypotheses can be formulated as follows:

H1 : Leadership Style affects Employee Performance at PT. Sure Indah Lestari Pekanbaru.

H2 : Work Involvement affects Employee Performance at PT. Sure Indah Lestari Pekanbaru.

RESEARCH METHODS

Population and Sample

The population is the subject of the study. According to Mardalis, 2010: 53 what is meant by population is all individuals who are the source of sampling. In reality, the population is a set of cases that need to meet certain conditions related to the research problem. Such cases can be people, things, animals, things or events. So the population in this study is all employees of PT. Yakin Indah Lestari totaled 34 people.

Operational Definition of Research Variables

The sampling technique used in this study was saturated sampling. This study used a questionnaire instrument or research questionnaire on Leadership Style and work involvement at PT. Sure Indah Lestari Pekanbaru.

Data Analysis Methods

The data research method used is descriptive analysis, including analysis of respondent characteristics, analysis of the level of influence. The data analysis technique uses multiple linear regression. Preliminary tests include validity tests and reliability tests. Classical assumption tests include normality tests, multicollinearity tests, heteroscedasticity tests, and autocorrelation tests. Model tests include coefficient of determination tests (R^2), simultaneous tests (F tests). Hypothesis tests include partial tests (t-tests).

RESULTS OF RESEARCH AND DISCUSSION

Brief History of the Company

PT. Yakin Indah Lestari which is located on Jl. Amal Mulia No.4-5 Pekanbaru was founded by Alexandra who as President Director in 1998 is a distributor company engaged in the sale of Bicycles, *Babywalkers*, Battery cars, *Scooters*, *Spare Parts* and also provides bicycle service services in Riau mainland.

Descriptive Analysis

Descriptive Analysis is an analysis method where existing data is collected or grouped then the data is analyzed and interpreted objectively to find out and describe free variance and dependent variables. In addition, descriptive analysis in this study is a description or explanation of the results of primary data in the form of questionnaires that have been filled out by research respondents. The research variables in this study consist of two independent variables, namely Leadership Style (X_1) and Work Engagement (X_2), the dependent variable is Employee Performance (Y). The results of this descriptive statistical analysis can be seen in the following table:

Table 2. Descriptive Analysis Results

Variable	Average	Information
Leadership Style (X_1)	4.21	Excellent
Work Engagement (X_2)	4.41	Excellent
Employee Performance (Y)	4.08	Tall

Source : Processed Data, 2017

Preliminary Test

Validity Test

The validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. It is usually used by calculating the correlation between each instrument's item score and the total score.

In conducting validity testing, a measuring instrument is used in the form of a computer program, namely SPSS (*Statistical Product and Service Solutions*). According to Sugiyono (2012), if the validity value of each question item is greater than 0.3, then the question items from the instrument are considered valid and can be used for further data analysis. The complete validity test results can be seen in the table as follows:

Table 3. Validity Test Results

Variable	Indicators	r calculate	r table	Information
Leadership Style	Indicator 1	0.809	0.30	Valid
	Indicator 2	0.570		Valid
	Indicator 3	0.500		Valid
	Indicator 4	0.433		Valid
Work Engagement	Indicator 1	0.599	0.30	Valid
	Indicator 2	0.634		Valid
	Indicator 3	0.306		Valid
	Indicator 4	0.486		Valid
	Indicator 5	0.743		Valid
Employee Performance	Indicator 1	0.499	0.30	Valid
	Indicator 2	0.512		Valid
	Indicator 3	0.544		Valid
	Indicator 4	0.371		Valid
	Indicator 5	0.391		Valid

Source : Processed Data 2017

Based on table 3 above, it can be seen that each indicator in the questionnaire is considered valid and this qualifies the instrument test for research using the questionnaire. Thus it can be concluded that each indicator is declared valid to be used as a variable measuring instrument.

Reliability Test

Reliability tests are used to determine whether the indicators used are reliable or reliable as variable measuring instruments. The meaning of trustworthy or reliable is the consistency of measurement results if measurements are made again against the same object. According to Sujarweni, 2014: 79 Reliability is an instrument showing the level of consistency and accuracy of measurement results. Reliability tests are useful for showing the consistency of measurement results when re-measuring the same object. The reliability of an indicator can be seen from the value of Cronbach's alpha (α). If the value of Cronbach's alpha (α) is greater ($>$) 0.60 then the indicator is considered reliable, while if the value of Cronbach's alpha (α) is smaller ($<$) 0.60 then the indicator is considered unreliable. Overall reliability test results can be seen in the following table:

Table 4. Reliability Test Results

Variable	Crobach's Alpha	Information
X1 : Leadership Style	0.770	Reliable
X2 : Work Engagement	0.772	Reliable
Y : Employee Performance	0.702	Reliable

Source : Processed Data 2017

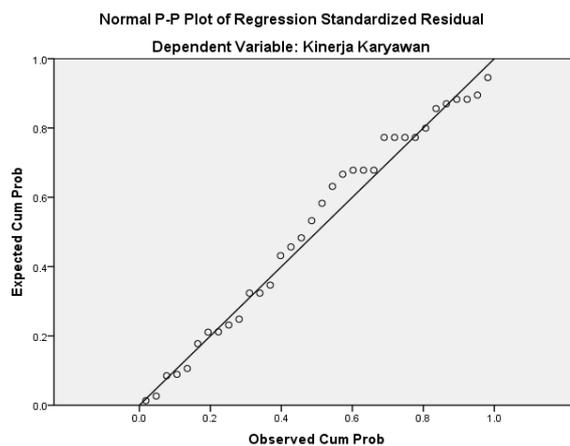
Based on table 4 above, it can be concluded that the results of reliability testing on the variables of leadership style, work engagement, and employee performance obtained the results that each variable has a validity value $>$ 0.06. This means that all variables in this research instrument are reliable.

Classical Assumption Test

Normality Test

The normality test aims to test whether in the regression model, the dependent variable, the independent variable or both have a normal distribution or not. On a histogram, data is said to be a normal distribution if the data is shaped like a bell. While in a normal *probability plot*, data is said to be normal if there is a spread of points around the diagonal line and the spread follows the direction of the diagonal line. If the data spreads around the normal line and follows the direction of the normal line then the regression model satisfies the normality assumption (Ghozali, 2007).

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Source : *Processed Data 2017*

Figure 2. Normality Test

In figure 2 above, you can see the test results show that the points are in a position close to the diagonal line. This means that the regression model is already normally distributed.

Multicollinearity Test

A multicollinearity test is performed to ensure that there is no perfect correlation between one independent variable and another independent variable. Multicollinearity test aims to test in regression models found correlation between independent variables (Ghozali, 2007). A good regression model should not have correlations between dependent variables. If independent variables correlate with each other, maka this variable is not orthogonal. This test is carried out by looking at the Variance Inflating Factor (VIF) value from the regression results. If the value is >10 , then there are symptoms of high multicollinearity. The results of the multicollinearity test can be seen in the table as follows:

Table 5. Multicollinearity Test

Variable	VIF	Information
Leadership Style (X1)	1,130	No Multicollinearity
Work Engagement (X2)	1,130	No Multicollinearity

Source : *Processed Data 2017*

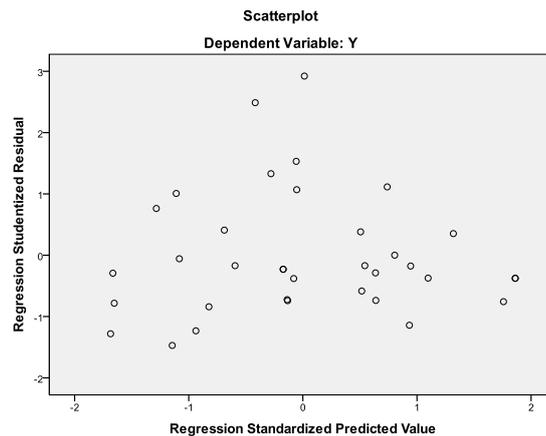
From table 5 above, it can be seen that the VIF of each variable in this study shows a number smaller than 10. This means that the regression equation in this study is free from the symptoms of multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test is performed to see if in the regression model there is a residual variance inequality from another observation. The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from one observation to another (Ghozali, 2007).

The way to detect it is to see whether there is a certain pattern on the scatterplot chart between SRESID and ZPRED, where the Y axis is the predicted Y, and the X axis is the residual (predicted Y - Y is actually standardized) (Ghozali, 2007).

While the basis for decision making for the test is: (a) If there is a certain pattern, such as the existing point forming a certain pattern regularly (wavy, melting then narrowing), it indicates heteroscedasticity, (b) If there is no clear pattern, and the points spread above and below the number 0 (zero) on the Y axis, then heteroscedasticity does not occur. For more details can be seen in the following picture:



Source : Processed Data 2017

Figure 3 Heteroscedasticity Test

From figure 3 above, it can be seen that the scatterplot results of heteroskedastisidas testing show that there is no clear pattern, and the dots spread above and below the number 0 (zero) on the Y axis, This shows that The regression model does not occur heteroscedasticity and there is no interference in the regression model.

Autocorrelation Test

Autocorrelation tests are used to determine whether or not there are deviations from classical assumptions, autocorrelation, namely correlations that occur between residuals in one observation with other observations in regression models. Auto correlation arises because successive observations over time are related to each other. The test used to detect the presence of auto corelation is Durbin Watson (DW). The decision-making criterion in the durbin-watson test so that auto correlation does not occur in this study is that D-W lies between -2 to +2. The results of the multicollinearity test can be seen in the table as follows:

Table 6. Autocorrelation Test Results

Type	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.717	39.250	2	31	0.00	1.163

Source : Processed Data 2017

Based on the results of the durbin-watson table obtained, the value of durbin-watson is 1.163 and is between -2 to +2, it can be concluded that there is no auto-correlation in this study.

Multiple Regression Test

Multiple regression analysis is basically the study of the dependence of the dependent variable (bound) with one or more independent variables (free), with the aim of estimating and or predicting the population average or values of the dependent variable based on the known value of the independent variable (Ghozali, 2007).

Table 7. Multiple Regression Test Results

Type		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	0.120	0.460	
	X1	0.592	0.093	0.647
	X2	0.335	0.092	0.369

Source : Processed Data 2017

From table 7 above, the multiple linear regression equation in this study is:

$$Y = 0.120 + 0.592 + X_1 + 0.335X_2$$

The multiple linear regression equation is explained as follows: from the regression obtained a constant value of 0.120, this means that if at the level of leadership style and work involvement is 0, then employee performance value is 0.120 units.

The coefficient value of Leadership Style for variable X1 is 0.592, meaning that if the other independent variables remain and the control system increases by 1 unit, then employee performance will increase by 0.592 units. A positive coefficient means that there is a positive relationship, so it can be concluded that a high leadership style will improve employee performance. The value of the Work Engagement coefficient for variable X2 is 0.335, meaning that if other independent variables remain and work engagement increases by 1 unit, then employee performance will increase by 0.335 units. The positive value coefficient means that there is a positive relationship, so it can be concluded that high work involvement will improve employee performance.

Test the hypothesis

Simultaneous Test (Test F)

The F test basically shows whether all the independent variables included in the model have a shared influence on the bound variable (Ghozali, 2007). In this study, simultaneous hypothesis testing is intended to measure the magnitude of the influence of leadership style and work involvement together on the dependent variable, namely employee performance at PT. Yakin Indah Lestari Pekanbaru by conducting simultaneous testing or Test F. The proposed hypothesis in the model is: (1) $H_0: \beta_1 = \beta_2 = \beta_3 = 0$, meaning that the variables of Gaya K leadership and P involvement K work simultan have no effect on K erja K aryaan at PT. Yakin Indah Lestari Pekanbaru, (2) $H_1: \beta_1 = \beta_2 = \beta_3 \neq 0$, meaning that the variables Gaya K leadership and P involvement K erja simultan affect K erawan work at PT. Sure Indah Lestari Pekanbaru.

Table 8. Simultaneous Test (Test F)

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	4.308	2	2.154	39.250	.000 ^a
Residuals	1.701	31	0.055		
Total	6.009	33			

Source : Processed Data 2017

It is known that $df = 31$ and $\alpha = 0.05$, then the value of F_{table} is 3.3048. From the results of simultaneous testing (Test F) obtained the result of $F_{calculate}$ is 39,250 with a significance value of 0.000. Because $F_{calculate} 39.250 > F_{table} 3.3048$ and significance value of $0.000 < 0.05$, so H_0 is rejected and H_1 is accepted which means that together leadership style and work skills simultaneously have a significant effect on employee performance.

Partial Test (Test t)

The T test basically shows how far the influence of one independent variable individually in explaining the variation of the dependent variable (Ghozali, 2007). In this study, the T Test was used to partially determine the influence of the independent variable on leadership style and work involvement on the dependent variable, namely employee performance. The statistical calculation in multiple linear regression analysis used in this study was to use the help of the SPSS for windows version 19 computer program. Here are the results of testing on each variable partially:

Table 9. Partial Test (Test t)

Type	T	Sig.	Information
(Constant)	0.269	0.796	
1 X1	6.369	0.00	Influential and Significant
X2	3.635	0.01	Influential and Significant

Source : Processed Data 2017

It is known that $df = 31$ and $\alpha = 0.025$, then obtained a table value of 2.039513. The partial test results can be explained as follows: (1) Thus it is known $t_{count} = 6.369 > t_{table} 2.039513$ and $Sig. 0.000 < 0.05$, meaning that the variable leadership style affects employee performance, (2) Thus, it is known that $t_{calculate} = 3.635 > t_{table} 2.039513$ and $Sig. 0.001 < 0.05$, meaning that the variable of work performance affects employee performance.

Test Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to measure how far the model is able to explain the variation of the independent variable. The value of the rice detergent coefficient R^2 is between zero and one. A small value of R^2 means that the ability of independent variables to explain variations in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the

variation of the dependent variable (Ghozali, 2007). The results of the coefficient of determination test can be seen as follows:

Table 10. Test Coefficient of Determination (R²)

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 ^A	0.717	0.699	0.23426

Source : Processed Data 2017

From the results of processing, it is known that the coefficient of determination (Adjusted R Square) obtained is 0.699. This means that 69.9% of employee performance can be explained by variables of leadership style and work engagement while the remaining 30.1% of performance is influenced by other variables that were not studied in this study.

Discussion of Research Results

Based on the results described earlier, this study was examined to determine the influence of leadership and work involvement on employee performance. Therefore, the discussion carried out is to see the significance of the contribution of the influence of leadership style and work involvement on employee performance.. The results of regression testing and overall correlation from the research model in the table are as follows:

Table 11. Discussion of Research Results

Hypothesis	Test t / Test F	Sig.	Information
Leadership Style and Work Engagement affect Employee Performance	39.250	0,000	Influential and Significant
Leadership Style affects Employee Performance	6.369	0.00	Influential and Significant
Work Engagement affects Employee Performance	3.635	0.01	Influential and Significant

Source : Processed Data 2017

The Influence of Leadership Style on Employee Performance

Based on the results of descriptive analysis shows that leadership style is a factor that is considered very good by respondents which affects employee performance.

The results of the t test also show that leadership style has a partial effect on employee performance where the direction of the regression coefficient is positive, it can be concluded that leadership style has a significant positive influence on employee performance, as stated by Sutrisno, 2009: 214 that leadership is the ability to influence other parties with the intention to move people to be understanding, awareness, and happy to be willing to follow the will of the leader.

From the results of respondents' responses, it is known that the average score of leadership style variables is very good. But it is also known that the leader indicator is a role model for employees is an indicator with the lowest score. Leaders should pay more attention to all actions, speech and discipline, because leaders are "Role Models" for their employees.

In other words, if the leadership style of the superior is better, it can improve employee performance, and vice versa, if the worse the leadership style of the superior, the performance of employees will decrease.

The results of this study are supported by previous research by Antou, et al (2013) and Trang (2013) where the results of the study found that leadership style has a significant positive influence on employee performance.

The Effect of Work Engagement on Employee Performance

Based on the results of descriptive analysis, it shows that work involvement is a factor that is considered very good by respondents which affects employee performance.

The results of the t test show that work involvement has a partial effect on employee performance where the direction of the positive regression coefficient can be concluded that involvement has a significant positive influence on employee performance.

It is also stated by Zainal, 2014: 320 that work involvement is how organizations enable their workforce to develop their full potential in order to create a high-performance organization.

From the results of respondents' responses, it is known that the average score of work service variables is very good. But it is also known that indicators of feeling emotionally attached to the workplace agency are indicators with the lowest scores. Therefore, companies should be able to multiply activities that aim to approach

internally with employees because thus employees will feel that they are involved so that it will create loyalty and can improve employee performance.

In other words, if the better work involvement can improve employee performance, and vice versa, if the worse the work involvement of employees, then employee performance will decrease.

The results of this study are supported by previous research by Adare, et al (2015) and Kakinsle (2015) where the results of the study found that work involvement has a significant positive influence on employee performance.

CONCLUSION

This study aims to determine the influence of leadership style and work involvement on employee performance at PT. Sure Indah Lestari Pekanbaru. The conclusion of the results of the study that has been carried out on the variable leadership style, namely based on simultaneous testing, the results of the study show that leadership style has a significant effect on employee performance. That is, that leaders who are able or not to set an example in being a reflection of employees and can pay more attention to all actions, speech and discipline in the company have a significant effect on increasing or decreasing employee performance at PT. Sure Indah Lestari Pekanbaru.

In addition, based on simultaneous testing on work engagement variables, the results showed that Work Engagement had a significant effect on Employee Performance. That is, that companies that are able to improve their approach internally with employees in increasing their work involvement are very significant in increasing or decreasing employee performance at PT. Sure Indah Lestari Pekanbaru.

Based on the conclusions obtained in this study, suggestions are proposed as a complement to the research results that can be given to the company, namely For practitioners regarding leadership styles in the company, it is hoped that company leaders can be more, namely Increase intellectual stimulation and can provide a good example such as paying more attention to all actions, speech and discipline so that leaders can provide good guidance for employees so that they can improve employee performance and can achieve the goals set by the company.

In terms of work involvement, the company is expected to further improve its internal approach to employees by involving in the implementation of duties, increasing activities to increase interaction, providing opportunities to express their ideas, so that each employee feels valued by the company and can increase morale in the company.

For academics, if you are going to use this thesis as a reference for research in the same field, it is necessary to review it based on the results of the coefficient of determination obtained there are still 30.1% of performance influenced by other variables that are not studied in this study.

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