

## The Influence Of Leadership Style And Competencies On Employee Motivation.

Feti Fatonah<sup>1</sup>, Muh Nalendro<sup>2</sup>, Dewa Putu K<sup>3</sup>, Muh Rizki<sup>4</sup>, Raihan A<sup>5</sup>

<sup>1</sup>Politeknik Penerbangan Indonesia Curug, Indonesia, [feti.fatonah@ppicurug.ac.id](mailto:feti.fatonah@ppicurug.ac.id)

<sup>2</sup>Politeknik Penerbangan Indonesia Curug, Indonesia, [nalendrodwije@gmail.com](mailto:nalendrodwije@gmail.com)

<sup>3</sup>Politeknik Penerbangan Indonesia Curug, Indonesia, [kidangaritama04@gmail.com](mailto:kidangaritama04@gmail.com)

<sup>4</sup>Politeknik Penerbangan Indonesia Curug, Indonesia, [rizkimuhammadrizkiauiabatubara@gmail.com](mailto:rizkimuhammadrizkiauiabatubara@gmail.com)

<sup>5</sup>Politeknik Penerbangan Indonesia Curug, Indonesia, [abrarraihan0502@gmail.com](mailto:abrarraihan0502@gmail.com)

*Corresponding Author : Feti Fatonah*

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**Abstract:** Effective leadership and the competency of a leader have a substantial impact on the work motivation of individual employees. Leadership elements also act as a yardstick for a company's success by inspiring employees to attain peak performance. This research constitutes a review of literature focusing on the effects of leadership and competency on employee work motivation. The objective of this study is to explore the influence of leadership and competency on work motivation. The findings of this research suggest that adept leadership and competent attributes can stimulate employee performance towards accomplishing the company's objectives.

**Keywords:** *Leadership, Work Motivation, Competence*

### Introduction

Employees are an important element in building a company, and also building the goals of a company in order to achieve its targets. Therefore, every company needs good human resources in managing and carrying out their duties to achieve the specified goals (Prayudi, 2020). In achieving the goals that employees will pursue, there are important elements that can build the work enthusiasm of these employees in order to achieve maximum work, namely the leadership style of a good boss (Jannah, Sazly and Kartawijaya, 2021).

In accordance with the above, there is a very important factor in building a company with reliable and trustworthy human resources, namely a good leadership factor (Hamidah and Riza, 2013). Each leader has their own style or characteristics in running a company to achieve the planned goals. The style can be divided into two, namely external and internal. Internal factors, this factor comes from each person himself because each individual has a different character and a different point of view. There are some individuals who have a



hard life journey and used to live in a hard place, then most likely he will be a hard leader. Then external factors, things that can influence it come from the surrounding environment and also the past leadership system. If in the previous leadership there were rules that many employees liked, then the next leadership will give an idea to imitate that style of leading. (Jannah, Sazly and Kartawijaya, 2021).

Work motivation is a product of a combination of internal and external forces that encourage workers to take appropriate action and adopt certain behaviors. Based on the views of several experts, it can be revealed that motivation is an impetus to engage in a series of human behaviors, taking into account the direction, intensity, and persistence in achieving goals (Competence et al., 2019). In an organizational entity, the role of leadership has great significance in directing the course of the organization to achieve the set goals. However, leadership in companies today has not yet reached the optimal level of effectiveness. There is a tendency that leadership in organizations still adopts an authoritarian leadership style, where power and decision making are entirely in the hands of the leadership (Gunawan, MS and Hapsara, 2023).

Usually competence can be said to be a collection of skills, talents and abilities. The basic term, "competent," indicates proficiency, ability or expertise. In SDM management, the word "competency" refers to individual attributes or characteristics that make them successful in a job. Performance is the accomplishment of doing an activity. Self-ability and self-motivation are important factors in its formation. Even though a person's ability is good but not followed by strong work motivation, the task will not be completed properly and maximally. The factor that supports the completion of a task is the way leadership is applied to the Company. (Amalia, Swasto and Susilo, 2016)

The attitude given by leaders to their subordinates can motivate them to achieve maximum goals (Wowor, Sumayku and Sambul, 2019). As a leader, motivating subordinates is something that must be done in order to arouse the work enthusiasm of the subordinates we lead. Every leader must provide an occupational health and safety program for each employee. If the safety and health rights of employees are guaranteed, it will provide more motivation for them to work optimally. This has a major influence on the success of the Company in achieving predetermined goals (Rahayu, 2017). The influence of leadership styles and activities that can motivate employees or employees greatly affects the smoothness and success of a company.

From the background above, the author takes several factors as a reference that influence leadership style on work motivation. Some of the factors that become the next research, namely:

1. Will good leadership have an effect on employee work?
2. Can motivation make employee work better?
3. Can competence make employees work well?

## Method

This research adopts a qualitative method and applies a literature study approach. We conducted our research with a focus on theories, relationships between variables, and their impact, as documented in both print and online scientific literature, including other internet sources. Our literature review is based on methodological premises, and we deductively formulate hypotheses to avoid any aspect of subjectivity in this research.



**Table 1. Previous research**

NO	AUTHOR	RESULTS OF PREVIOUS RESEARCH	SIMILARITIES WITH THIS ARTICLE	DIFFERENCES WITH THIS ARTICLE
1	Hasmiah, Saban EchdaR, Maryadi (2020)	The findings of the researcher's study indicate that competence and compensation have an impact on employee satisfaction through work motivation	Competence affects employee satisfaction through work motivation.	-
2	Dharma Putra, Muhammad Idris, Maryadi (2020)	According to the results of the researcher's study, it is evident that employee performance is influenced by competence, work motivation, and organizational culture.	Competence affects employee performance	-
3	Indah Mardiana, Kasmir, Safuan (2021)	Based on the research conducted by the scholars, the results indicate that Employee Performance is influenced by Competence and Compensation through the mediation of Employee Motivation	Competence affects performance through employee motivation	-
4	Gunawan, M. Zahari MS, Osrita Hapsara (2023)	According to the findings of the researchers, it is evident that the combination of Leadership Style and Competence influences Motivation, thereby	Leadership Style and Competence affect Motivation which Impacts Employee Performance	-



		affecting Employee Performance.		
5	Sukiyanto , Tsalitsatul Maulidah (2020)	According to the outcomes of the researchers' investigation, it is indicated that the leadership style of the principal and the organizational culture have an impact on the motivation of both teachers and employees.	Leadership style affects employee motivation	-
6	Marita Diansyah , Handry Sudiartha Athar, Achmad Fauzi (2020)	According to the findings of the researchers, it is evident that competence significantly influences employee performance, but motivation does not serve as a mediating factor between competency and employee work progress	-	motivation is not related to the impact of competence on employee performance
7	Wulan Kimberly, Wowor Sontje M. Sumayku Sofia A.P. Sambul (2019)	A good leadership style has a positive impact on employee work motivation	Leadership style can have a good impact on employee motivation when working	-
8	Nur A'yanil Jannah, Syukron Sazly, Ferry Kartawijaya (2021)	The positive impact of good leadership is that there is a level of work progress and work motivation	Correct leadership skills can motivate employees	-



9	Ahmad Prayudi (2020)	The essence of this research is that a transformational leadership style can influence employee work progress by motivating work	This research discusses that good leadership has a good impact on employee performance	-
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## Results and Discussion

Good leadership is often one of the factors in the Company's success in achieving the goals that have been set from the start. Leadership is a person's ability to influence a group of people or subordinates to work together with enthusiasm, motivation, and full confidence to achieve predetermined goals. The quality of leadership in an organization can be considered as a dominant element that has a crucial which has the main task of achieving organizational goals by carrying out several activities, the main one being employee performance (Oktarini, 2021).

Leadership involves the process of influence in setting organizational goals, inspiring follower behavior to achieve goals, and playing a role in the improvement of the group and its culture. Leadership style, in essence, encompasses the way a leader behaves, communicates, and interacts with others in an effort to influence them to take an action. According to research (Jannah, Sazly and Kartawijaya, 2021), leadership involves a person's ability to influence and encourage others to carry out actions in accordance with the goals of motivation, power, and orientation towards tasks or individuals.

Competence is the key that everyone needs to have. Employees need to have sufficient ability to carry out and complete their tasks so that the work produced can reach an optimal and satisfactory level. Thus, competence can be said to be the ability to complete the work carried out smoothly. Good skills must also be followed by a work attitude that is appropriate to work requirements (Air, 2009). Competence refers to the skills to carry out or complete a job or task. These skills are developed based on the knowledge possessed, and supported by work attitudes that are in accordance with the requirements of the job (Kompetensi et al., 2019). Stating that understanding the structure of employee competence, as part of intellectual capital, can be translated through the three main dimensions of competence, namely intellectual, emotional, and social dimensions. This is triggered by the competency measurement process which includes an assessment of the level of knowledge, skills, and education level (Gunawan, MS and Hapsara, 2023).

In a general sense, motivation is described as a need that drives action towards a specific goal. The definition of motivation as "the process by which behavior is activated and directed" indicates that psychologists see similarities between motivation and needs (Gunawan, MS and Hapsara, 2023). There is a positive and significant relationship between work motivation and employee performance, thus, work motivation is a determining factor in achieving employee performance levels (Competence, Work and Culture, 2020).



The results of research using scientific literature analysis methods can be said that good leadership has a big influence on employee work progress. Leadership is found to have the potential to increase the productivity of team members through increased ability to build interpersonal relationships, seek and convey information, make decisions, and also influence other individuals (Leadership et al., 2015).

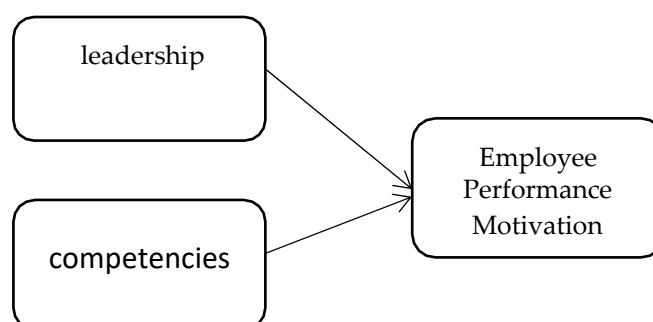
Competency factors, as revealed in the research findings, have a significant impact on employee motivation. Maintaining consistency of work results in the future is very important, and therefore, it is necessary to pay special attention to the competence of workers. Efforts to improve employee competencies, including through the provision of training and continuing education opportunities, are essential. This includes developing knowledge, skills and capabilities as part of an effort to improve the quality of employee performance in carrying out their tasks (Leadership et al., 2015).

For this research, a quantitative method was used by collecting data using a questionnaire and several photos of activities. The leadership style applied is more inclined to the exchange system, where rewarding or punishing employees becomes the main element. Therefore, it can be concluded that leadership has a close relationship with employee motivation. The results showed that the effect of leadership style on motivation has high significance. The conclusion is that if leadership is managed well, the greater the increase in motivation that employees can achieve (Rahayu, 2017).

In this study, through a quantitative approach, it was found how to lead well has a big influence on work motivation, indicating the need to take several steps to ensure that each staff member can carry out their duties and responsibilities as well as possible. It is important for organizational leaders to play their role in motivating employees so that they can complete their work optimally, regardless of the various conditions that may occur. Thus, the organization can achieve the targets that have been set (Diansyah, Athar and Fauzi, 2020).

## Conceptual Framework

Picture 1. Conceptual Framework



In this conceptual framework, leadership, competence affect employee performance motivation. This element can make employee performance good and maximum. Employee morale must always be maintained and continuously motivated, do not let employee performance decline for one reason or another.





## Conclusion

Based on the results of the analysis conducted in this study, several conclusions can be drawn, namely the positive influence of leadership and competence on work motivation, namely:

1. The existence of a direct positive effect of good leadership on performance indicates that an increase in employee performance.
2. The influence and competence of employees positively and significantly impact on their performance. This shows that the higher the level of employee competence, the higher the level of performance.
3. Motivation can have an effect on employee performance in order to increase enthusiasm and give the best for their company.

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