Influence of Leadership Style and Work Motivation on Employee Productivity of Employees in PT. Asiatek Solution Indonesia

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ABSTRACT

This study aimed to analyze the effect of leadership style and work motivation on employee work productivity of PT. Asiatek Solusi Indonesia. The population in this study was 230 permanent employees, the number of samples could be taken 30% of the total population so there were 69 employees as the total sample. The sampling technique uses the nonprobability sampling method. Methods of collecting primary data in the form of a questionnaire using Likert scale with questionnaire. Testing the validity and reliability using total Pearson product moment test and Cronbach Alpha. The method of analysis to answer the hypothesis using multiple linear regression with SPSS 22 version. The results showed that the leadership style and work motivation variables were significantly positive effect on the work productivity of employees PT. Asiatek Solusi Indonesia amounted by 0.608 and 0.157. Variable of leadership style and work motivation simultaneously have a significant positive effect on productivity of employees PT. Asiatek Solusi Indonesia.

Keywords: Motivation, compensation, work environment, employee performance, PT Asiatek Solusi Indonesia.

INTRODUCTION

Technological developments and times have led to increasingly fierce competition, especially in efforts to meet the needs of clients or customers (Mariam, 2019). Every company always wishes that the workforce they have is able to increase high productivity (Imran and Ramli, 2019; Takaya, Ramli and Lukito, 2019; Chandra, Takaya
and Ramli, 2019; Mariam and Ramli, 2019). The initial goal of a company is basically to achieve success that has a direct impact on the company itself (Ghazmahadi, Basri, Kusnadi and Ramli, 2020). High productivity will be very beneficial for both the company and its employees, especially for their welfare. The most important element in employee productivity is the leadership factor (Ramli and Maniagasi, 2018; Ramli, 2018a; Priarso, Diatmono, and Mariam, 2019; Imran, 2018; Ramli, 2018b). A leader must apply the leadership style to manage his subordinates, because a leader will greatly influence the success of the organization in achieving its goals (Ramli, 2019a; Armanda, Basri, Kusnadi, Ramli, 2020; Mariam and Ramli, 2019a). Success or failure of employees at work can be influenced by the leadership style of their superiors (Mariam and Ramli, 2019b; Ramli and Mariam, 2020). As one of the other factors that affect employee work productivity is the motivation possessed by employees. Motivation is an important role in increasing a work activity, because motivation is the driving force that will manifest behavior. PT. Asiatek Solusi Indonesia is one of the reliable and trusted IT consulting services in the ASEAN PACIFIC region, and a full-service provider of comprehensive information technology services and integrated business solutions designed to meet the needs of local, regional and global companies.

**Table 1:** Data on Achievement of Semester II Targets (June 2019 - December 2019)

| No | Criteria for Achieving Semester II Targets (June-Dec 2019) | Targets | Realization | Achievement (%) |
|----|----------------------------------------------------------|---------|-------------|-----------------|
| 1  | The number of consultants obtained for clients who need  | 100     | 30          | 30%             |
| 2  | The number of projects obtained                         | 6       | 3           | 50%             |
| 3  | The number of clients gained                            | 72      | 4           | 6%              |

Source: Data processed (PT. Asiatek Solusi Indonesia) 2019

Based on data from Table 1 shows the lack of achievement of targets in the second semester at PT. Asiatek Solusi Indonesia, where the percentage achieved is less than the specified target.

**Table 2:** Employee Absence Data for the June 2019 - December 2019 Period

| Month  | Workdays | Permission Not Entered | Sick | Alpha | Late |
|--------|----------|------------------------|------|-------|------|
| June   | 15       | 10                     | 6    | 4     | 5    |
| July   | 23       | 10                     | 8    | 5     | 5    |
| August | 22       | 5                      | 8    | 8     | 6    |
| September | 22  | 5                     | 8    | 7     | 8    |
| October| 23       | 6                      | 5    | 8     | 7    |
Based on data from Table 2 shows that the problem of absenteeism or absenteeism at PT. Asiatek Solusi Indonesia still has fluctuating trends and even increases every month.

To ascertain the cause of the decline in employee productivity at PT. Asiatek Solusi Indonesia, the authors conducted a pre-survey of 30 employees taken at random, by conducting face-to-face interviews as in Figure 1.

**Figure 1: Percentage Rating of Problems that Give the Highest Contribution to Employee Productivity of PT. Asiatek Solusi Indonesia**

Source: Data Primer diolah (2019)

From Figure 1.1 it can be seen that based on the results of the pre-survey, it is found that variables which have a big influence on the work productivity of employees at PT. Asiatek Solusi Indonesia is a leadership style with a percentage value of 40%. The second variable that gives the highest contribution is motivation with a percentage value of 35%.

The influence of leadership style and motivation on employee productivity was examined by Maulidar et al (2012), Latief (2015), Nurhayati (2012) and Satriadi (2017) which showed that leadership style had a positive and significant effect on employee work productivity. This means that the better the leadership style adopted in the company will have an impact on increasing employee productivity. But contrary to the results of research conducted by Rumondor (2013) which shows that motivation and leadership style have a positive but not significant effect on employee productivity. Whereas Goren (2018) who showed leadership style had no positive and significant effect on employee productivity in Migori County Kenya.
LITERATURE REVIEW

Employee Work Productivity
According to Darmawan (2013) work productivity is a measure that shows consideration between the input and output issued by the company and the role of labor that is owned by time union. According to Moekijat (2010: 12) productivity is a comparison of the number of outputs for a certain period of time. In this case, the higher is produced in a shorter time it can be said that the level of productivity has a high value. According to Sutrisno (2017: 44), employee work productivity is very important for employees in the company. With work productivity, it is expected that work will be carried out efficiently and effectively, so that all this is ultimately needed in achieving the goals set (Ramli and Yudhistira, 2018). To measure work productivity, a dimension and indicator are needed, namely ability, increasing the results achieved, work spirit, self-development, quality and efficiency.

Leadership Style
According to Robbins and Judge (2015: 249) defines leadership as the ability to influence a group towards an achievement of a vision or goal set. According to Tjiptono (2012: 10) leadership style is a way used by leaders in interacting with their subordinates. Meanwhile another opinion according to Hersey (2010: 220) states that the leadership style is the pattern of behavior (words and actions) of a leader that is felt by people. According to Robbins in Tampi (2014: 6) identified four types of leadership styles, namely charismatic leadership style, transactional leadership style, transformational leadership style and visionary leadership style. According to Lewin, quoted by Ukas in Kartono (2011: 20), the dimensions and indicators for leadership style are authoritarian leadership style, democratic leadership style and free leadership style / Laissez Faire.

Work Motivation
Motivation according to Uno (2014: 11) which states that motivation is an impetus that is in a person to try to make changes in behavior better in meeting their needs. According to Kadarisman (2013: 55) said that motivation as a driving force towards the achievement of goals which is a cycle consisting of 3 (three) elements, namely the existence of needs (needs), encouragement to do (drives), and desired goals (goals).
According to Handoko in Kadarisman (2013: 44) provides a category of motivational theories as follows: motivational theories that are included in the category of satisfaction theory, namely the theory of needs hierarchy from Maslow, two-factor theory from Herzberg, and achievement theory from McClelland. Whereas what is included in the process of process theory is expectancy theory, equity theory, and operant conditioning theory. According to Edison, et al (2017: 25) dimensions and indicators of work motivation can be grouped into physiological needs or physiological needs, safety needs or safety needs, needs to be liked or affection needs, self-esteem needs or esteem needs and self-development needs or self-actualization needs.

**Previous Research**

In this study there are several studies that are relevant to the research problem that is a reference or basis in the preparation of this study, the authors summarize some previous research related to the variables studied as in Table 3.

### Table 3: Prior Research

| No | Research title                                                                 | Results                                                                                      |
|----|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| 1  | The Effect of Leadership Style on Employee Productivity at PT. Coca-Cola Malang Branch Zebua (2017), Jurnal Media Mahardhika Vol. 15 No. 3 Mei 2017 | There is a positive and significant influence of leadership style on work productivity.     |
| 2  | Effect of Leadership Styles on Employee Productivity at South Nyanza Sugar Company Limited, Migori County Goren (2018), International Journal of Progressive Sciences and Technologies (IJPSAT) Vol. 6 No. 2 January 2018, pp. 428-432 | There is a significant negative effect (laissez-faire leadership style) on work productivity. |
| 3  | Influence of Satisfaction on Bonus Systems, Organizational Commitment and Work Motivation on the Employee Productivity of PT. Indra Jaya Banjarmasin Salim & Sutanto (2013), Jurnal Mahasiswa | There is a negative and significant influence of work motivation on work productivity.       |
| No | Research title                                                                                                                                                                                                                                                                                                                                 | Results                                                                                          |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 4  | **Employee Motivation and Its Impact on Productivity in the Case of National Alcohol and Liquor Factory (NALF)** (Weldeyohannes (2015), Journal of Poverty, Investment and Development, Vol.15, 2015)                                                                                                               | There is a significant influence of work motivation on work productivity.                           |
| 5  | **The Effect of Leadership Style and Motivation on Employee Productivity of Prapen I Gardens Afdeling I Unit 1 PT Mopoli Raya Langkat Regency Latief (2015), Jurnal Manajemen Keuangan, Vol. 4, No. 1, Mei 2015**                                                                                           | There is a significant simultaneous influence of leadership style and work motivation on work productivity. |
| 6  | **Effect of Leadership Style, Motivation and Work Discipline on Employee Performance in PT. ABC Makassar Ramlan, dkk (2018), International Review of Management and Marketing, 2018, 8(6), 67-71**                                                                                   | Towards Satisfaction There is a positive but not significant influence of leadership style and work motivation on work productivity. |

Source: Processed Data (2020)

**Research Framework**

The conceptual framework in this study is based on an opinion and theory developed by experts which states that there is a relationship between the independent variables, namely leadership style and work motivation with the dependent variable, namely employee work productivity. The framework of thought is described as follows:
Hypothesis Formulation

Referring to the description above, the hypothesis developed is as follows:

H1: There is a positive and significant influence of leadership style on employee work productivity.

H2: There is a positive and significant influence of work motivation on employee work productivity.

H3: There is a simultaneous influence (together) leadership style and work motivation on employee work productivity.

RESEARCH METHODS

Research Design

This research is a causal associative research using a quantitative approach. Causal associative research is research that asks the relationship between two or more variables. Causal relationships are causal relationships. According to Sugiyono (2013: 55) said that the variable consists of independent variables (variables that affect) and dependent variables (variables that are affected).

Variables and their measurements.

In this study, variables are grouped into two, namely:
1. Independent Variables, i.e. are variables that influence or are the cause of the change or emergence of other variables. The variables in this study consisted of two independent variables namely leadership style (X1) and work motivation (X2).

2. Dependent Variables, namely variables that are affected or that are due, because of the independent variables. In this study the dependent variable is employee work productivity (Y).

**Population and Sampling Techniques**

The population in this study are employees who work for one year or more than one year PT. Asiatek Solusi Indonesia numbered 230 employees. The technique for taking this sample used is purposive sampling. According to Sugiyono (2012: 85) purposive sampling technique is a sampling technique with certain considerations, where in this study were permanent or permanent employees at PT. Asiatek Solusi Indonesia. the number of samples in this study can be taken 30% of the total population. So that the obtained number of samples for this study amounted to 69 employees.

**Data Types and Data Sources**

The type of data used in this study can also be said to be a type of quantitative data, and includes the type of subjective data that is the opinion of respondents of PT. Asiatek Solusi Indonesia. This research data source uses primary data where data obtained directly from research subjects using measurement tools or data retrieval directly on the subject as a source of information sought. In this study primary data were obtained from filling out questionnaires distributed to 69 respondents.

Data collection methods used in this study were collected through survey techniques or field research. In obtaining the data needed for the survey or research conducted using a questionnaire with a sample of 69 permanent employees at PT. Asiatek Solusi Indonesia.

In operational variables researchers use the ordinal scale, where this scale is used to provide information on the value of the answer. Each research variable was measured using a measuring instrument in the form of an ordinal-minded questionnaire that fulfilled the Likert scale type statements.
Test the Validity of Research Instruments

The validity test results are used to measure the validity of a questionnaire. Based on the number of samples taken as many as 69 respondents, the $r$-table obtained in this study was 0.237 ($n = 69; 5\%$).

Table 4: Work Productivity Variable Validity Test Results (Y)

| Statement | $r_{count}$ | $r_{table}$ | Information |
|-----------|-------------|-------------|-------------|
| 1         | 0.568       | 0.237       | Valid       |
| 2         | 0.486       | 0.237       | Valid       |
| 3         | 0.600       | 0.237       | Valid       |
| 4         | 0.531       | 0.237       | Valid       |
| 5         | 0.597       | 0.237       | Valid       |
| 6         | 0.397       | 0.237       | Valid       |
| 7         | 0.351       | 0.237       | Valid       |
| 8         | 0.283       | 0.237       | Valid       |
| 9         | 0.547       | 0.237       | Valid       |
| 10        | 0.477       | 0.237       | Valid       |
| 11        | 0.503       | 0.237       | Valid       |
| 12        | 0.443       | 0.237       | Valid       |

Source: SPSS 22 Processing Results (2020)

There are 12 statements on the variable work productivity, all statements have a calculated value (Pearson Correlation)$> 0.237$, so that all statements from the variable work productivity need not be issued because the status is valid.

Table 5: Test Results of Validity of Leadership Style Variables (X1)

| Statement | $r_{count}$ | $r_{table}$ | Information |
|-----------|-------------|-------------|-------------|
| 13        | 0.489       | 0.237       | Valid       |
| 14        | 0.386       | 0.237       | Valid       |
| 15        | 0.547       | 0.237       | Valid       |
| 16        | 0.435       | 0.237       | Valid       |
| 17        | 0.599       | 0.237       | Valid       |
| 18        | 0.470       | 0.237       | Valid       |
| 19        | 0.501       | 0.237       | Valid       |
| 20        | 0.422       | 0.237       | Valid       |
| 21        | 0.559       | 0.237       | Valid       |

Source: SPSS 22 Processing Results (2020)

There are 9 statements on the leadership style variable, all statements have a calculated value (Pearson Correlation)$> 0.237$, so that all statements from the leadership style variable need not be issued because the status is valid.

Table 6: Results of Validity Test Work Motivation Variables (X2)

| Statement | $r_{count}$ | $r_{table}$ | Information |
|-----------|-------------|-------------|-------------|
| 22        | 0.378       | 0.237       | Valid       |
| 23        | 0.539       | 0.237       | Valid       |
| 24        | 0.432       | 0.237       | Valid       |
There are 10 statements on work motivation variables, all statements have a calculated value (Pearson Correlation) >0.237, so all statements from work motivation variables need not be issued because the status is valid.

**Research Instrument Reliability Test**
Reliability is a measure of the stability and consistency of respondents’ answers to problems related to each item statement. If Cronbach Alpha> 0.60, the statement is said to be reliable (Ghozali, 2009). Data processing through SPSS version 22 obtained the following results:

| No | Research variable     | Cronbach’s Alpha | N-ofItems | Results  |
|----|-----------------------|------------------|-----------|----------|
| 1. | Work productivity     | 0.715            | 12        | Reliable |
| 2. | Leadership Style      | 0.704            | 9         | Reliable |
| 3. | Work motivation       | 0.720            | 10        | Reliable |

**Data Analysis Techniques**
To conduct data analysis, researchers used multiple linear regression analysis to explain the linear relationship between two or more independent variables (X1, X2, .... Xn) with the dependent variable (Y). The model used to test this hypothesis is:

\[ Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e \]

Where:

- \( Y \) = Employee work productivity (dependent variable)
- \( X_1 \) = leadership style (independent variable)
- \( X_2 \) = work motivation (independent variable)
- \( \beta_0 \) = constant
- \( \beta_1 \) = Regression coefficient of leadership style variables
- \( \beta_2 \) = Regression coefficient of work motivation variables
- \( e \) = Error
RESULTS AND DISCUSSION

Characteristics of Respondents

Based on the research sample of 69 respondents, detailed characteristics of the respondents are shown in Table 8. below:

| Identity of Respondents | Sum a Respondents | Percentage |
|-------------------------|-------------------|------------|
| Gender                  |                   |            |
| Male                    | 41                | 59.4%      |
| Girl                    | 28                | 40.6%      |
| Age (years)             |                   |            |
| <25 years old           | 14                | 20.3%      |
| 25-30 years             | 30                | 43.5%      |
| 31-35 years old         | 19                | 27.5%      |
| 36-40 years old         | 6                 | 8.7%       |
| >41 years old           | 0                 | 0.0%       |
| Wedding                 |                   |            |
| Marriage                | 31                | 44.9%      |
| Not married             | 38                | 55.1%      |
| Education               |                   |            |
| High school             | 4                 | 5.8%       |
| S1                      | 60                | 87.0%      |
| S2                      | 5                 | 7.2%       |

| Identity of Respondents | Sum a Respondents | Percentage |
|-------------------------|-------------------|------------|
| Years of Work (years)   |                   |            |
| <6 years old            | 30                | 43.5%      |
| 6-9 years               | 26                | 37.7%      |
| 10-13 years             | 11                | 15.9%      |
| >13 years old           | 2                 | 2.9%       |

Source: SPSS 22 Processing Results (2020)

Research Variable Data Analysis

From the statistics obtained in this study it can be explained that from the 31 items submitted to 69 respondents as a trial, were obtained

1) Analysis of Work Productivity Variables

The quality dimension in the statement "Employees always strive to improve quality better than in the past" has the highest average score of indicators of 4.51. Respondents gave responses on work productivity with the majority of respondents answering agreed discs of 55% and lowest neutral scales of 17%. If the answer from each respondent is given a weight, the mean score is 3.405 with an average of 284, so the respondent's assessment is in the good category.
2) Analysis of Leadership Style Variables

The dimension of the authoritarian leadership style in the statement "At work tends to coercion, threat and punishment from my leader" has an average score of the highest indicator score of 4.07. Respondents gave a response about the leadership style with the majority of respondents answered agreeing to 58% and the lowest agreeing to 20%. If the answer from each respondent is given a weight, means score is 2.476 with an average of 275, so the respondent's assessment is in the good category.

3) Analysis of Work Motivation Variables

The dimensions of the need for security in the statement "I am very motivated at work because the needs for children's education are met" have an average score of the highest indicator score of 4.33. Respondents gave responses about work motivation with the majority of respondents answering agreed disagree as much as 53% and lowest disagree as much as 2%. If the answer from each respondent is given a weight, the mean score obtained is 2.766 with an average of 277, so that the respondent's assessment is in the good category.

Classical Assumption Test Results

Normality Test

*Figure 3: Normality Test Results*

The normal probability plot graph display shows that the points (data) spread around the diagonal line and follow or approach the direction of the diagonal line. This means that the regression models in this study fulfill the normality assumption.
Autocorrelation

The results of the Durbin-Watson test (DW test) in this study can be seen in the following table:

| Model | R       | R Square | Adjusted R Square | Std. Error of Estimate | Durbin-Watson |
|-------|---------|----------|-------------------|------------------------|---------------|
| 1     | .740a   | .547     | .533              | .20673                 | 2.182         |

a. Predictors: Motivation, Leadership Styles
b. Dependent Variable: Work Productivity
Source: SPSS 22 Processing Results (2020)

The decision of the above results is that the DW value of 2.182 lies between the value of du and (4-du) of 1.702 and 2.298 (du < DW < 4-du), it can be concluded that there is no autocorrelation in the regression model used in this study.

Heteroscedasticity Test Results

Figure 4: Heteroscedasticity Test Results

From the SPSS output above it can be seen that the points spread randomly, do not form a specific clear pattern, and are spread both above and below the number 0 on the Y axis. This means there is no heteroscedasticity in the regression model. So that the regression model is feasible to use to predict productivity based on the input of the independent variable.
**Multicollinearity Test Results**

Multicollinearity testing is done by correlation test between independent variables with simple correlation, as shown in Table 10 below:

**Table 10: Multicollinearity Test Results**

| Coefficientsa | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
|---------------|----------------------------|---------------------------|---|------|-------------------------|
| Model         | B                          | Std. Error                | Beta | Tolerance | VIF |
| (Constant)    | 1.062                      | .352                      | 3.013 | .004 | |
| Gaya          | .608                       | .085                      | .643 | 7.128 | .845 | 1.184 |
| Kepemimpinan  | Motivasi Kerja             | .157                      | .074 | .192 | .845 | 1.184 |

a. DependentVariable: Produktivitas Kerja
Source: SPSS 22 Processing Results (2020)

Based on Table 10 above, it can be seen that the tolerance value of each variable is greater (>0.1) and the VIF value in collinearity statistics is smaller (<10). Thus, it can be concluded that the regression model is free from multicollinearity between independent variables.

**Multiple Linear Regression Analysis**

Regression is used to predict the value of the dependent variable if the independent variable increases or decreases and to find out the direction of the relationship between the independent variable and the dependent variable whether positive or negative. Multiple linear regression is used to predict the value of the independent variable and the dependent variable where the number of independent variables is more than one. The results of multiple linear regression analysis in this study are as follows:

**Table 11: Results of the Influence of Leadership Style and Work Motivation on Work Productivity**

| Variable        | coefficients | t-count | Sig  |
|-----------------|--------------|---------|------|
| Constanta       | 1.062        | 3.013   | .004 |
| Leadership Style| .608         | 7.128   | .000 |
| Work motivation | .157         | 2.127   | .037 |
| Adjusted R Square| .533         | 39.835  | .000 |

Source: SPSS 22 Processing Results (2020)
Based on the analysis results obtained by the multiple regression equation as follows: a constant of 1.062, a leadership style coefficient (X1) of 0.608, and a work motivation coefficient (X2) of 0.157, then the following equation is obtained:

\[ Y = 1.062 + 0.608X1 + 0.157X2 \]

Based on the results of the regression equation above, it can be explained that:

1) Constant value of 1.062 with a significance value of 0.04 which is below 0.05 indicates that if the leadership style (X1) and work motivation (X2) are zero then work productivity will be worth 1.062.

2) The leadership style regression coefficient value of 0.608 and positive sign with a significance level of 0.000 which is below 0.05 indicates that if the leadership style variable (X1) increases by 1 unit, then work productivity will increase by 0.608 units or in other words increased work productivity required additional leadership style variables (X1) of 0.608 units assuming the other independent variables are fixed (X2 = 0) and vice versa.

3) The work motivation regression coefficient value of 0.157 and positive signification with a significance level of 0.037 which is below 0.05 indicates that if the work motivation variable (X2) increases by 1 unit, then work productivity will increase by 0.157 units or in other words increased work productivity needed additional work motivation variables (X2) of 0.157 units assuming the other independent variables are fixed (X1 = 0) so vice versa.

4) The leadership style variable (X1) has the greatest influence among the work motivation variables, and also from the regression equation shows that all regression coefficients have a positive sign which means that if the values of the independent variables namely leadership style and work motivation are increased it will be encourage an increase in the dependent variable, namely work productivity.
Test Results F
Based on Table 11. F-count value is 39.835 while F-Table value is 3.136 and the significance value is $F = 0.000$ (smaller than alpha at 0.05). Decision: H03 is rejected and accept Ha3 in other words leadership style and work motivation have a significant positive effect simultaneously (together) on work productivity.

Test Results t
Based on Table 11. The results of the coefficient and sig. it can be defined as follows:
1) The influence of leadership style on work productivity
The results of the t test between leadership style and work productivity show that $t$-count $> t$-table (7.128> 1.996). Decision: H01 is rejected and accepts Ha1 in other words it can be concluded that the hypothesis stating leadership style (X1) has a positive effect on work productivity (Y) can be accepted.

2) The effect of work motivation on work productivity
The results of the t-test between work motivation and work productivity indicate that $t$-count $> t$-table (2.127> 1.996). Decision: H02 is rejected and accept Ha2 in other words it can be concluded that the hypothesis stating work motivation (X2) has a positive effect on work productivity (Y) can be accepted.

Determination Coefficient Test Results (R2)
Based on Table 11. it can be seen that the obtained Adjusted R square or coefficient of determination is 0.533 or 53.3%, that work productivity is influenced by the two independent variables used in this study namely leadership style (X1) and work motivation (X2) of 53.3% and there are still influences from other factors that is 46.7% by other variables not examined in this study.

Research Discussion
1) The Effect of Leadership Style on Work Productivity
Leadership style (X1) has a positive effect on work productivity (Y) of employees of PT. Asiatek Solusi Indonesia. This means that there is conformity with previous research conducted by Zebua (2017) examining the influence of leadership style on employee work productivity at PT. Coca-Cola Malang Branch. The results showed that the leadership style had a positive and significant effect on work productivity.
As well as research conducted by Purnama (2012) examined the influence of leadership style on the work productivity of the employees of the workshop section on the CV. Mitra Denso in Bandar Lampung. The results show that the leadership style has a positive effect on work productivity.

But the results of the study contradicted previous studies by Goren (2018) examining the Effect of Leadership Styles on Employee Productivity at South Nyanza Sugar Company Limited, Migori County. The results show that there is a significant negative effect (laissez-faire leadership style) on work productivity.

2) The Effect of Work Motivation on Work Productivity

Work motivation (X2) has a positive effect on work productivity (Y) of employees of PT. AsiatekSolusi Indonesia. This means that there is a conformity with previous research conducted by Faslah & Savitri (2013), examining the effect of work motivation and work discipline on work productivity on employees of PT. Kabelindo Murni, Tbk. The results showed that work motivation had a significant positive effect on work productivity. Chukwuma &Obiefuna (2014) examined the Effect of Motivation on Employee Productivity: A Study of Manufacturing Companies in Nnewi. The results showed that there was a significant influence of work motivation on work productivity.

But the results of the study contradict the previous research conducted by Salim &Sutanto (2013), examining the effect of satisfaction on the bonus system, organizational commitment and work motivation on the work productivity of employees of PT. Indra Jaya Banjarmasin shows different results where there is a negative and significant influence of work motivation on work productivity.

3) The Effect of Leadership Style and Work Motivation on Work Productivity

Leadership Style (X1) and work motivation (X2) simultaneously have a positive effect on work productivity (Y) of employees of PT. Asiatek Solusi Indonesia. This research is in line with several previous studies, including research conducted by Latif (2015), examining the influence of leadership style and motivation on employee work productivity in Afdeling Prapen I Gardens Unit 1 of PT Mopoli Raya Langkat Regency shows the results that there is a significant simultaneous influence leadership style and work motivation on work productivity. Furthermore, research conducted by Triatmojo (2016), examined the influence of leadership style, motivation and work
discipline on the work productivity of PNS 32 Jakarta civil servant teachers showing that there was a significant simultaneous influence of leadership style and work motivation on work productivity.

In addition, research conducted by Xinxin, et al (2013), examines how ethical leadership influences employees innovative work behavior: a perspective of intrinsic motivation shows that there is a significant simultaneous effect of leadership style and work motivation on work productivity. Research by Ramlan, et al (2018), examines the effects of leadership style, motivation and work discipline on employee performance in PT. ABC Makassar shows that there is a significant simultaneous influence of leadership style and work motivation on work productivity.

CONCLUSIONS

1. Conclusions
The conclusion of this study is based on the results of research and discussion of the influence of leadership style and work motivation on the work productivity of employees of PT. Asiatek Solusi Indonesia both individually and jointly. From the results of the study it can be concluded that:

1) There is a positive and significant influence of leadership style on the work productivity of employees of PT. Asiatek Solusi Indonesia.

2) There is a positive and significant influence of work motivation on the work productivity of employees of PT. Asiatek Solusi Indonesia.

3) There is a positive and significant effect simultaneously (together) leadership style and work motivation on the work productivity of employees of PT. Asiatek Solusi Indonesia.

2. Limitations
1) In this study respondents who were limited to employees who worked for one year or more, would be even better if this study included respondents with different characteristics, such as contract employees, tenure less than one year, and others.

2) The factors that influence work productivity in this study only consist of two variables, namely leadership style and work motivation while there are many other factors that affect employee productivity.
3) This study only took a sample of 69 respondents due to limited time in making observations where researchers have a short period of time in conducting research.

3. Recommendations

1) Regarding work productivity, employee development is an important factor that must be improved. One of the forms of personal development is career development in organizations. Based on this, it is important for the management of PT. Asiatek Solusi Indonesia to provide equal opportunities for every employee who has the potential to develop themselves and develop their careers in the organization. The management can provide support in the form of education and job training related to the work and responsibilities of each employee. The potential of every employee must be known by the company before undertaking a development program because by knowing this potential, career paths can be directed according to their abilities so as to produce optimal productivity.

2) Related to the leadership style, the leadership of PT. Asiatek Solusi Indonesia must pay special attention to its employees and be more willing to delegate some of its authority to its employees, this will stimulate employees to be more responsible for the work and position they carry. The success of employee performance is one element in improving organizational performance. It is expected that by achieving a good leadership style, the performance of the employees of PT. Asiatek Solusi Indonesia will be even better. In this case, the democratic leadership style should be further improved.

3) Related to motivation things that need special attention are the management of PT. Asiatek Solusi Indonesia is providing a variety of employee training programs (training) where this is still lacking by some employees. Training that can be developed includes the development of hard and soft skills and other forms of training that suit the needs of the employees of PT. Asiatek Solusi Indonesia, because this can increase work productivity. The training methods provided can be formal or informal such as on-the-job training or off-the-job training. Implementation of in-house training can also be implemented in the form of training programs, where the training material, time and place of training are determined in accordance with what is requested and needed by participants or companies that request.
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