

## THE EFFECT OF WORK MOTIVATION, TRANSFORMATIONAL LEADERSHIP AND WORK QUALITY ON EMPLOYEE PERFORMANCE WITH WORK ACHIEVEMENT AS INTERVENING VARIABLE AT PT. RIFAN FINANCINDO FUTURES MEDAN BRANCH

Vensy Lusiana Pardede  
Kuras Purba

### ABSTRACT

*The purpose of this study was to determine how the influence of work motivation, transformational leadership and work quality on work performance at PT. Rifan Financindo Futures Medan Branch partially or simultaneously, knowing the effect of work motivation, transformational leadership and work quality on employee performance at PT. Rifan Financindo Futures Medan Branch either partially or simultaneously, knowing the influence of work performance on the performance of employees of PT. Rifan Financindo Futures Medan Branch. Knowing which direct influence is greater (work motivation, transformational leadership and work quality on employee performance at PT. Rifan Financindo Berjangka Medan Branch) with indirect influence (work motivation, transformational leadership and work quality on employee performance through work performance). The population of this study were 63 employees of PT. Rifan Financindo Futures Medan Branch. With the number of populations, the sampling using the census method, namely examining all populations. The research was conducted by distributing questionnaires and for the data analysis methods used wereregression analysis and path analysis. The results showed that work motivation, transformational leadership and work quality had a positive and significant effect on work performance at PT. Rifan Financindo Futures Medan Branch either partially or simultaneously. Work motivation, transformational leadership and work quality have a positive and significant effect on employee performance at PT. Rifan Financindo Futures Medan Branch either partially or simultaneously. Work performance has a positive and significant effect on employee performance at PT. Rifan Financindo Futures Medan Branch. From the results of path analysis, the indirect effect is greater than the direct effect.*

Keywords: Work Motivation, Transformational Leadership and Work Quality, Work Performance and Employee Performance

### INTRODUCTION

Performance is generally defined as a person's success in carrying out a job. Employee performance is the result of work achieved by a person in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so that they can produce good work. Employee performance is one of the determining factors for the success of an agency or organization in achieving its goals. For this reason, the performance of employees must receive attention from the leaders of the agency, because the decline in the performance of employees can affect the overall performance of the agency. Factors that affect performance are motivation, the right motivation will spur the driving force to create one's work enthusiasm so that they want to work together effectively and are integrated with all their efforts to achieve satisfaction, besides that motivation can be the cause and support a person's behavior so that the person wants to work hard and enthusiastically to achieve optimal results. Further factors affecting k in Gov is leadership style, leadership style is an activity to influence the behavior of others so that they will be directed to achieve specific goals. Leadership style is also a process of influencing or setting an example by leaders to their subordinates in an effort to achieve organizational goals. One of the factors that affect employee performance is the quality of work is a process that responds to employee needs by developing a mechanism that provides full opportunities for employees in making decisions and planning their work lives. In addition to motivation, leadership, and work quality that affect performance, Employee performance is also one of the factors that also affect employee performance. High employee performance from each employee is very desirable for the company. The more employees who excel, the overall organizational performance or productivity will increase and the company can survive in its business competition. This research was conducted at the office of PT. Rifan Financindo Futures Medan branch because the performance of employees in doing work is still low, this can be seen from employees who are not able to complete the work properly, this can be seen from many employees who are not able to achieve the targets set by the company.

### THEORETICAL BASIS

#### Employee Performance

Basically, performance is something that is individual, because each employee has a different level of ability in doing their job. According to (Mangkunegara, 2014) argues that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to (Wibowo, 2010) states that performance comes from the word performance which means the result of work or work performance. However, it should be understood that performance is not just the result of work or work performance, but also includes how the work process takes place.

#### Work Motivation

According to (E Sutrisno, 2010) motivation is a form of giving or generating motives which can be interpreted as things or circumstances becoming motives. According to (Mangkunegara, 2014) a leader must pay attention to employees about the

importance of the goals of a job so that employees' interest in the implementation of work arises, if interest has arisen then the desire becomes strong to make decisions and perform work actions in achieving the expected goals, thus employees will work with high motivation and feel satisfied with the results of their work.

### **Transformational leadership**

According to (Rivai, 2014) states that transformational leadership is a type of leadership that blends or motivates their followers in the direction of established goals by clarifying roles and task demands. This type of leader who provides individualized consideration and intellectual stimulation, and who has charisma. Transformational leaders pay attention to the concerns and development needs of individual followers; they change followers' awareness of problems by helping them view problems in new ways and they are able to excite, excite, and inspire followers to expend extra effort to achieve group goals. According to (Bryman, 2012) states that transformational leadership is part of the new leadership paradigm that pays more attention to the charismatic and sensitive elements of leadership.

### **Quality of Work**

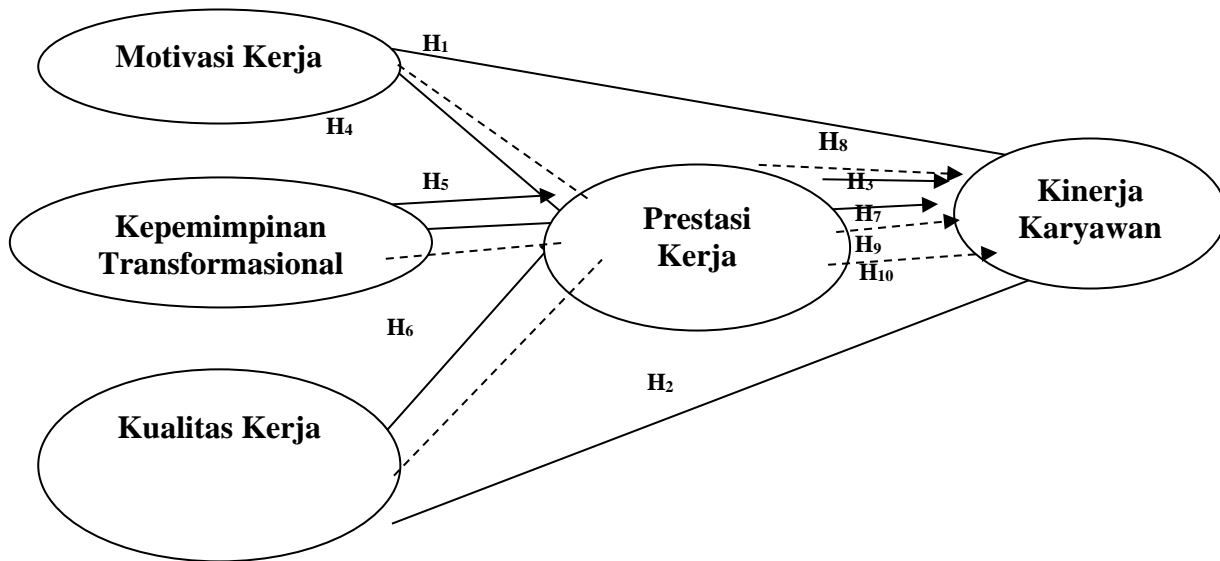
Quality of work or what is known as *Quality of Worklife* (QWL) is described by (Siagian, 2014) as a systematic effort in organizational life through a way in which employees are given the opportunity to play a role in determining the way they work and the contributions they make to the organization in order to achievement of goals and objectives. According to (Cascio, 2013) said that the *quality of work life* can be defined as employees' perceptions of their mental and physical well-being when working. There are two views regarding the meaning of *quality of work life*. First, *quality of work life* is a set of circumstances and practices of the organization (eg democratic enrichment of supervisors, employee involvement, and safe working conditions). While the second, *quality of work life* is the perception of employees that they want to feel safe, they feel satisfied, and get the opportunity to grow and develop as human beings.

### **Work Performance**

Work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Work performance is the result of a person's efforts which are determined by the ability of his personal characteristics and perceptions of his role in the work (Edy Sutrisno, 2010). Work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he has given (Mangkunegara, 2014). Work performance is a work achieved by a person by carrying out the tasks assigned to him based on skills, experience, sincerity and time (Hasibuan, 2012).

### **Framework for K onseptual**

Based on the explanation of the theoretical basis above, the following conceptual framework can be developed :



### HYPOTHESIS

The hypothesis of this study is as follows :

1. Work motivation has an effect on employee performance at PT. Rifan Financindo Futures Medan Branch .
2. The quality of work affects the performance of employees at PT. Rifan Financindo Futures Medan Branch .
3. Work performance has an effect on employee performance at PT. Rifan Financindo Futures Medan Branch .
4. Work motivation has an effect on employee performance at PT. Rifan Financindo Futures Medan Branch .
5. Transformational leadership has an effect on employee performance at PT. Rifan Financindo Futures Medan Branch .
6. The quality of work affects the work performance of employees at PT. Rifan Financindo Futures Medan Branch .
7. Transformational leadership has an effect on employee performance at PT. Rifan Financindo Futures Medan Branch .
8. Work motivation affects employee performance through employee performance at PT. Rifan Financindo Futures Medan Branch .
9. Transformational leadership has an effect on employee performance through employee performance at PT. Rifan Financindo Futures Medan Branch .
10. Quality of work affect the performance of employees through employee performance at PT. Rifan Financindo Futures Medan Branch .

### RESEARCH METHOD

This study uses associative quantitative research, which is more based on data that can be calculated to produce an assessment (Sugiyono, 2014). Associative research is research to examine the relationship/influence of independent variables on the dependent variable . Based on the calculation slovin number of samples in this study were as many as 63 people employees of PT. Rifan Financindo Futures Medan Branch . Penelitian using three (3) independent variables are : variable Motivation Work (X1), variabel Transformational Leadership (X2) and variabel Quality of Work (X3) and the dependent variable is the Employee Performance (Z) and variabel interveningnya is Performance Work ( Y ). Data collection is done by using a questionnaire that has been prepared. The questionnaire used in the study . The data analysis technique in this study was compiled using descriptive analysis. Descriptive analysis is an analytical method in which the data that has been obtained, compiled, grouped, analyzed, then interpreted objectively to obtain an overview of the problems faced. This data analysis techniques will be carried out with menggunakan SPSS version 25 .00 .

**RESEARCH RESULT**

**Validity test**

Testing the validity of this study using the help of the SPSS 25.00 program . The minimum requirement to be considered eligible that the research questionnaire item is valid is if  $r > r$  table, so that the item is considered valid if it has an r value greater than r table. In this study, validity tests were conducted on 63 research samples. so that the item is said to be valid if the value of r is greater than 0.244.

**Work Motivation Validity Test**

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
number 1	77.9206	37,655	.646	.917
no2	77.9365	36,738	.805	.913
no3	77.9365	36,738	.805	.913
no4	78.2857	35,336	.653	.917
no5	77.9683	36,805	.721	.915
no6	78.3016	37,246	.427	.924
no7	77.9206	37,655	.646	.917
no8	77.9365	36,738	.805	.913
no9	77.9365	36,738	.805	.913
no10	78.2857	35,336	.653	.917
no11	78.2857	35,336	.653	.917
no12	77.9683	36,805	.721	.915
no13	77.9365	38,996	.400	.922
no14	77.9206	38,784	.444	.921
no15	77.9048	38,604	.484	.920
no16	77.9365	38,480	.491	.920
no17	77.9365	38,480	.491	.920

**Transformational Leadership Validity Test**

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
number 1	87.0635	36,641	.320	.845
no2	87.4444	32,412	.687	.828
no3	87.3492	37,650	.317	.852
no4	88.4444	36,412	.216	.851
no5	88.2857	36,433	.283	.846
no6	87.4444	32,412	.687	.828
no7	87.3492	37,650	.417	.852
no8	87.0794	35,687	.487	.839
no9	87.0794	35,687	.487	.839
no10	87.4286	32,604	.657	.829
no11	87.4286	32,604	.657	.829
no12	87.5873	36,214	.213	.852
no13	87.4444	32,412	.687	.828
no14	87.3492	37,650	.287	.852
no15	87.0476	35,691	.501	.839
no16	87.0794	35,816	.463	.840
no17	87.0794	35,816	.463	.840
no18	87.0794	35,816	.463	.840
no19	87.0635	36,641	.320	.845
no20	87.4444	32,412	.687	.828
no21	87.3492	37,650	.287	.852

**Work Quality Validity Test**

	<b>Item-Total Statistics</b>			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
number 1	77.3651	16,848	.687	.789
no2	77.3968	16,856	.664	.789
no3	77.3651	16,848	.687	.789
no4	77.6032	17,888	.252	.816
no5	77.5873	18,117	.259	.816
no6	77.4127	16,891	.646	.790
no7	77.4127	16,762	.681	.788
no8	77.8254	20,340	.273	.837
no9	77.3810	17,982	.370	.806
no10	77.3810	17,982	.370	.806
no11	77.3810	17,982	.370	.806
no12	77.3810	17,982	.370	.806
no13	77.5714	18,313	.299	.818
no14	77.5714	18,313	.299	.818
no15	78.3175	19,672	.349	.827
no16	77.3651	16,848	.687	.789
no17	77.3968	16,856	.664	.789
no18	77.3651	16,848	.687	.789

**Work Performance Validity Test**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
	number 1	100.0635	38,835	.840
no2	100.0635	38,835	.840	.853
no3	100.0635	38,835	.840	.853
no4	100.0635	38,835	.840	.853
no5	100.0635	38,835	.820	.853
no6	100.0635	38,835	.810	.853
no7	100.0635	38,835	.820	.843
no8	100.0635	38,835	.820	.843
no9	100.0635	38,835	.840	.853
no10	100.0635	38,835	.830	.843
no11	100.0635	38,835	.840	.853
no12	100.3333	42,452	.324	.875
no13	100.3333	42,452	.324	.875
no14	101.4444	41,961	.272	.874
no15	101.2857	41,143	.347	.867
no16	100.0794	42,816	.149	.871
no17	100.0794	42,816	.249	.871
no18	100.0794	42,816	.249	.871
no19	100.0794	42,816	.249	.871
no20	101.1587	42,200	.254	.874
no21	101.1746	41,921	.297	.872
no22	101.4127	41,504	.232	.871
no23	100.3333	40,742	.409	.865
no24	100.6667	41,806	.326	.880

**Employee Performance Validity Test**

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
number 1	62.4921	18,802	.602	.824
no2	62.4921	18,802	.602	.824
no3	62.4921	18,802	.602	.824
no4	62.4921	18,802	.602	.824
no5	62.7937	20,618	.260	.859
no6	62.7460	21,354	.446	.865
no7	62.4921	18,802	.602	.824
no8	62.5079	18,964	.847	.826
no9	62.5079	18,931	.856	.826
no10	63.4762	23,576	.399	.889
no11	62,9365	22,512	.314	.867
no12	62.9048	22,023	.084	.863
no13	63.1270	20,080	.258	.865
no14	62.4921	18,802	.602	.824
no15	62.4921	18,802	.602	.824

**Reliability Test**

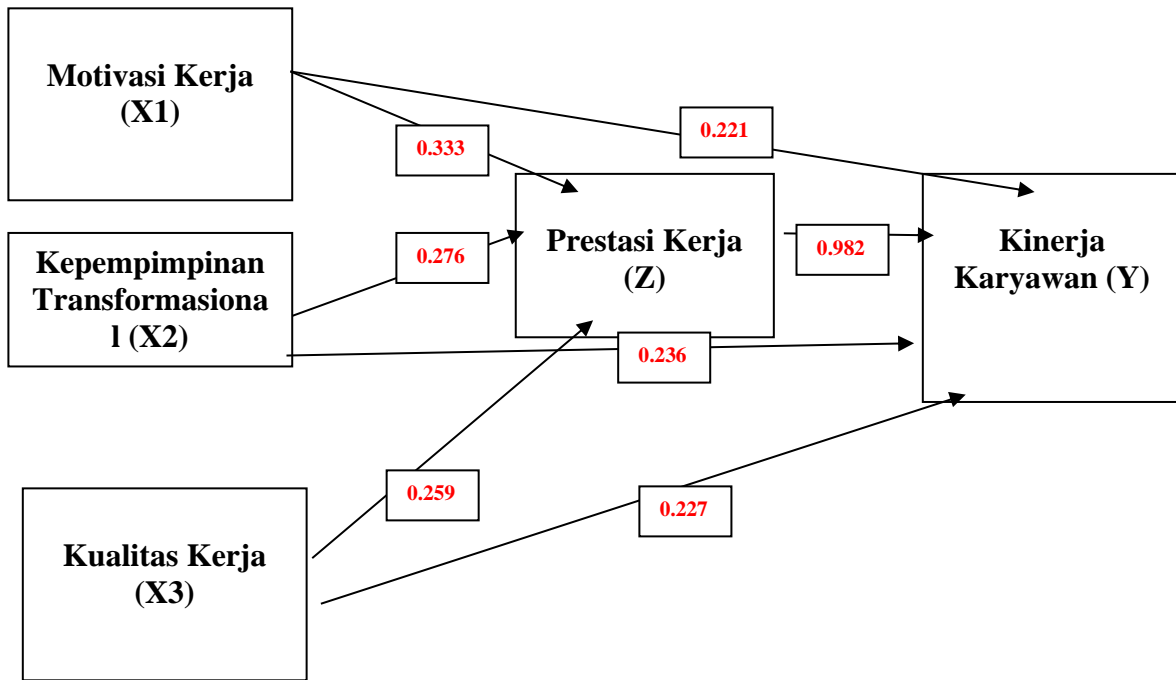
Reliability is a tool to measure the questionnaire which is an indicator of a variable or construct. A questionnaire can be said to be reliable if a person's answer to the statement is consistent or stable from time to time. Reliability measurement was carried out using the Cronbach Alpha ( $\alpha$ ) statistical test. A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.6 0. The results of reliability testing in this study are :

Variable	<i>Alpha Cronbach</i>	words
Motivation (X <sub>1</sub> )	0.922	Reliable
Transformational Leadership (X <sub>2</sub> )	0.847	Reliable
Quality of Work (X <sub>3</sub> )	0.841	Reliable
Employee Performance (Z)	0.841	Reliable
Work Performance (Y)	0.852	Reliable

From all test variables, Cronbach Alpha values > 0.6 0 were obtained. Thus, it can be concluded that all variables used in this study are reliable.

**Path Analysis**

Path analysis is used to examine the contribution indicated by the path coefficients in each path diagram of the causal relationship between variables X<sub>1</sub>, X<sub>2</sub> and X<sub>3</sub> to Y. Correlation and regression analysis are the basis for calculating path coefficients . Based on the results of the regression models 1 and 2, it can be described the value of the coefficient of direct influence of each variable as follows :



**1. Direct Effect ( Direct Effect or DE)**

- a. The influence of work motivation variables on work performance  
 $X_1 \rightarrow Z = 0.333$
- b. The influence of transformational leadership variables on work performance  
 $X_2 \rightarrow Z = 0.276$
- c. The influence of work quality variables on work performance  
 $X_3 \rightarrow Z = 0.259$
- d. The influence of work motivation variables on employee performance  
 $X_1 \rightarrow Y = 0.221$
- e. The influence of transformational leadership variables on employee performance  
 $X_2 \rightarrow Y = 0.236$
- f. The influence of work quality variables on employee performance  
 $X_3 \rightarrow Y = 0.227$
- g. The influence of work performance variables on employee performance  
 $Z \rightarrow Y = 0.982$

**2. Indirect Effect ( Indirect Effect or IE)**

- a. The influence of work motivation variables on employee performance through work performance  
 $X_1 \rightarrow Z \rightarrow Y = (0.333 \times 0.982) = 0.327$
- b. The influence of transformational leadership variables on employee performance through work performance

$$X_2 \rightarrow Z \rightarrow Y = (0.276 \times 0.982) = 0.271$$

c. The influence of work quality variables on employee performance through work performance

$$X_3 \rightarrow Z \rightarrow Y = (0.259 \times 0.982) = 0.254$$

### Total Effect

The total effect is the number of direct effects plus the number of indirect effects. Here is a table of values to total effect in this study :

Variable Effect	Direct	Indirect	Total
Motivation (X <sub>1</sub> ) $\diamond$ Job performance (Z)	0,333	0	0.333
Transformational Leadership (X <sub>2</sub> ) $\diamond$ Job performance (Z)	0.276	0	0.340
Quality of work (X <sub>3</sub> ) $\diamond$ Job performance (Z)	0.259	0	0.259
Motivation Work (X <sub>1</sub> ) $\diamond$ employee performance (Y)	0.221	0.327	0.548
Transformational Leadership (X <sub>2</sub> ) $\diamond$ employee performance (Y)	0.236	0.271	0.507
Quality Work (X <sub>3</sub> ) $\diamond$ employee performance (Y)	0.227	0.254	0.475
Job performance (Z) $\diamond$ Performance employee(Y)	0.982	0	0.982

Based on the table above, the direct effect of work motivation on employee performance is 0.221 while the indirect effect of work motivation on employee performance through work performance is 0.327. So it can be concluded that the greater the indirect effect of work motivation on employee performance through work performance on the performance of employees of PT. Rifan Financindo Futures Medan.

### 1. Normality test

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		63
Normal Parameters <sup>a,b</sup>	mean	.0000000
	Std. Deviation	2.95502097
Most Extreme Differences	Absolute	.106
	Positive	.106
	negative	-.089
Test Statistics		.106
asymp. Sig. (2-tailed)		.078 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

Lilliefors Significance Correction.

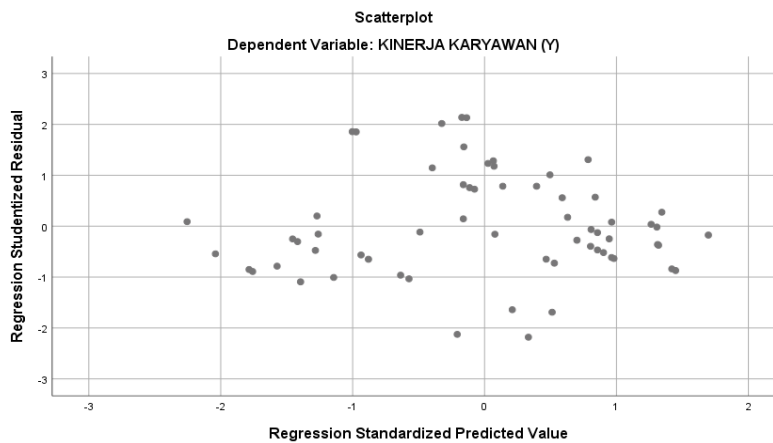


2. Multicollinearity Test

Model		Coefficients <sup>a</sup>					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Tolerance
		B	Std. Error	Beta				
1	(Constant)	13,174	9.650		1.365	.177		
	WORK ACHIEVEMENT (Z)	.726	.117	.741	6.201	.000	.464	2,155
	WORK MOTIVATION (X1)	.008	.110	.008	.070	.944	.529	1,891
	TRANSFORMATIONAL LEADERSHIP (X2)	-.022	.109	-.022	-.204	.839	.568	1,761
	QUALITY OF WORK (X3)	.108	.156	.078	.693	.491	.520	1,925

a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)

3. Heteroscedasticity Test



By using a scatter plot, it can be seen if the points spread above and below the zero point and do not form a certain pattern, so it can be concluded that there is no heteroscedasticity problem in the regression model.

4. Regression Test X1,X2,X3 against Z

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	18,812	10,291			1,828	.073
	WORK MOTIVATION (X1)	.335	.114	.333		2,933	.005
	TRANSFORMATIONAL LEADERSHIP (X2)	.293	.127	.276		2.310	.024
	QUALITY OF WORK (X3)	.365	.165	.259		2.208	.031

a. Dependent Variable: WORK ACHIEVEMENT (Z)

Conclusion of T test results;

- a. Work motivation has a t value of 2,933 with a significance of  $0.005 < 0.05$  so it can be concluded that work motivation has a significant positive effect on work performance.
- b. Transformational leadership has a t-count value of 2.310 with a significance of  $0.024 < 0.05$  so it can be concluded that transformational leadership has a significant positive effect on work performance.
- c. The quality of work obtained a t value of 2.208 with a significance of  $0.031 < 0.05$  so that it can be concluded that work quality has a significant positive effect on work performance.

5. X1,X2,X3 Regression against Y

Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,614	11,677		.138	.891
	WORK MOTIVATION (X1)	.217	.130	.221	2.175	.038
	TRANSFORMATIONAL LEADERSHIP (X2)	.297	.144	.286	2.061	.044
	QUALITY OF WORK (X3)	.313	.188	.227	2,068	.043

a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)

Conclusion of T test results;

- a. Work motivation has a t-count value of 2.175 with a significance of 0.038 <0.05 so it can be concluded that work motivation has a significant positive effect on employee performance.
- b. Transformational leadership has a t-count value of 2.061 with a significance of 0.044 <0.05 so it can be concluded that transformational leadership has a significant positive effect on employee performance.
- c. The quality of work obtained a t-count value of 2.068 with a significance of 0.043 <0.05 so that it can be concluded that work quality has a significant positive effect on employee performance.

6. Z's regression against Y

Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.943	7.876		1.262	.212
	WORK ACHIEVEMENT (Z)	.465	.078	.982	9,803	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)

Conclusion of t test results:

Work performance obtained a t-count value of 9.803 with a significance of 0.000 <0.05 so that it can be concluded that work performance has a significant positive effect on employee performance:

Recapitulation of Hypothesis Test Results

Hypothesis		Conclusion
H 1	There is influence significantly on the motivation to work towards the achievement of employees partially	Accepted
H 2	There is a significant effect of transformational leadership on employee performance partially	Accepted
H 3	There is influence significantly on the quality of work against the achievement of employees partially	Accepted
H 4	There is an effect of work motivation, transformational leadership and work quality on work performance simultaneously	Accepted
H 5	There is a significant effect of work motivation on employee performance partially	Accepted
H 6	There is a significant effect of transformational leadership on employee performance partially	Accepted
H 7	There is a significant effect of work quality on employee performance partially	Accepted
H 8	There is an effect of work motivation, transformational leadership and work quality on employee performance simultaneously	Accepted

H 9	There was a significant influence on the achievement of the employment of the employee's performance	Accepted
H 10	The indirect effect ( motivation work, transformational leadership and quality of work on employee performance through the achievement of employees) is greater than the direct influence ( motivai work, transformational leadership and accomplishment of work on employee performance)	Accepted

## CONCLUSION

Based on the results of data analysis of questionnaires distributed to employees of PT. Rifan Financindo Futures Branch Medan., the following conclusions were found:

1. There is a significant effect of work motivation on employee performance partially.
2. There is a significant effect of transformational leadership on employee performance partially.
3. There is a significant effect of work quality on employee performance partially.
4. There is an effect of work motivation, transformational leadership and work quality on employee performance simultaneously.
5. There is a significant effect of work motivation on employee performance partially.
6. There is a significant effect of transformational leadership on employee performance partially.
7. There is a significant effect of work quality on employee performance partially.
8. There is a significant effect of work motivation, transformational leadership and work quality on employee performance simultaneously.
9. There is a significant effect of work performance on employee performance.
10. The indirect effect of work motivation, transformational leadership and work quality on employee performance through employee performance) is greater than the direct effect (work motivation, transformational leadership and work quality on employee performance).

## SUGGESTION

### 1. Leaders of PT. Rifan Financindo Futures Medan Branch.

Leadership companies are advised to further improve communication terhadap employees and encourage employee motivation, Transformational leadership and Quality of Work toward a better and pay attention to jobs, welfare and the responsibility of every employee and with regard to the rights and obligations that must be acquired by the employees. The existence of a reciprocal relationship between employees and leaders will have a positive impact on both parties. If work motivation, transformational leadership, work quality, are maximized, it will increase work performance and employee performance so that the company will get maximum benefits. PT. Rifan Financindo Berjangka Medan Branch. must manage work performance well so that employees remain loyal and loyal to the organization.

### 2. Further Research

The next researcher can analyze research on work motivation, transformational leadership, work quality partially or jointly on work performance and employee performance because all the results show a significant and more in-depth look at the influence of other variables so that a larger *adjusted r square* value is obtained , This means that the model's ability to explain the independent variables in the regression model to the dependent variable is greater, and more complex analysis can also be obtained and produce other findings.

## REFERENCE

- Bryman, A. (2012). *Social Research Method Fourthg Editon* . Oxford: Oxford University Press. Mangkuprawira. (2014). *Human Resource Management* . Jakarta: Ghalia Indonesia.
- Mathis, R., & Jackson, J. (2002). *Human Resource Management* . Jakarta: Four Salemba.
- Nothouse, PG (2013). *Leadership: Theory and Practice* . California: Sage Publications Inc.
- Rivai, V. (2014). *Human Resource Management For Companies* . Depol: PT. King Grafindo Persada.
- Robbins, SP (2012). *Organizational Behavior* . Jakarta: PT. Gramedia Group Index.
- Sartika, D. (2014). The Influence of Job Satisfaction and Transformational Leadership Style on Employees' Desire to Leave with Organizational Commitment as a Mediation Variable (Case Study at CV. Putra Tama Jaya). *Managenet Analysis Journal* , 3 (2), 1–11.
- Siagian, SP (2014). *Performance Management and Evaluation* . Jakarta: Earth Literacy.
- Sugiyono. (2018). *Quantitative, Qualitative, and R&D Research Methods* . Bandung: CV. Alfabet.
- Susanty, A., & Baskoro, SW (2012). The Influence of Work Motivation and Leadership Style on Employee Work Discipline (Case Study at PT PLN (Persero) APD Semarang). *Undip IT Journal* , 7 (2), 77–84.

Vensy Lusiana Pardede  
*Department of Economics , Prima Indonesia University*  
*Email: Pardedevensy@gmail.com*

Kuras Purba  
*Department of Economics , Prima Indonesia University*  
*Email: kuraspurba@yahoo.co.id*