

Effect of Leadership, Work Engagement, and Giving Reward on Employee Performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory

Yermi Bryan Suwandani¹, Prima Dewi Kusumawati², Agusta Dian Ellina³

^{1,2,3}Institut Ilmu Kesehatan Strada Indonesia, Indonesia

Corresponding Author: Yermi Bryan Suwandani

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ABSTRACT

The purpose of this research is to analyze effect of leadership, work engagement, and giving reward on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. The design of this research is quantitative observational research with a cross sectional approach. Population in this study are 105 employees at the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Sample in this study are 101 respondents taken using purposive random sampling technique. Data analysis uses multiple linear regression analysis via partial (t) test. The research results show that leadership has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Work engagement has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Giving reward has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory.

Keywords: Leadership, Work Engagement, Giving Reward, Employee Performance

INTRODUCTION

In an organization, employees or human resources are one of the most important elements in the functioning of an institution to achieve goals. Human resources in their

development must have good performance to determine whether an employee's performance is good or bad, in this case the state civil apparatus. The performance of a government service can be said to be in line with the level of performance of the state civil service. Realizing the importance of good performance, the term performance means the results achieved in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2014).

Public services are the basis for administering public services as an important indicator in assessing government performance at both the central and regional levels. Law Number 96 of 2012 concerning the implementation of Law Number 25 of 2009 concerning public services, which means activities in the context of fulfilling service needs in accordance with statutory regulations for every citizen and resident regarding goods, services and administrative services provided by the organizer public service. To meet the needs of the community in accordance with the law, the government must provide the best service so that the community feels more satisfied. Good behavior by officers has an impact on better service quality, responsibility, fairness, speed, and accuracy.

Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 17 of 2017 concerning Guidelines for Performance Assessment of Public Service Delivery Units that in order to improve the quality of public services the performance of public service delivery units is carried out, for this reason it is necessary to stipulate a regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform concerning guidelines Public Administration Unit Performance Assessment Performance basically includes a mental attitude and behavior that always has the view that the work carried out currently must be of higher quality than past implementation, so that the future will be of higher quality than now.

Public service activities are closely related to the performance of employees of the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Performance is related to punctuality in coming to work, employee attendance, permission or leave not to come to work, permission to leave the workplace, and punctuality in starting public services. A preliminary study conducted by researchers found that in the last 4 months, the number of employees who are permitted to leave the office during office hours had soared, this can be seen from the security control book which recorded that on average in a day there are 6 employees who are permitted or not permitted. leave the office during office hours for various purposes. The performance of the above employees is suspected to be influenced by superior leadership, the employee's sense of responsibility for their work (work engagement), and the provision of existing rewards.

Leadership is a person's ability to influence or direct other people or certain parties to achieve a goal, be it a group, organization, company or even a country. Leadership is something that is inherent in the leader and therefore leadership is then associated with traits, personality, abilities and abilities, all

of which lead to certain characteristics or qualities (Isyandi, 2013). Leadership plays a dominant, crucial and critical role in overall efforts to improve work performance, both at the individual, group, and organizational levels.

Work engagement is a form of attitude or condition in an individual, where an employee has a positive attitude towards behavior in his work which is indicated by an increase in performance at a high level, commitment to the organization, a sense of ownership and pride in work which is characterized by enthusiasm and dedication and appreciation in work (Kartono, 2017). Work engagement is a form of attitude and behavior based on the degree to which employees at work can express themselves totally physically, cognitively, affectively, and emotionally. Employees find meaning in work, pride in being part of the company where they work, and working to achieve the overall vision and mission of a company. Employees will work extra and put effort into the job above what is expected in terms of time and energy.

Rewards are an important element to motivate employees to contribute to expressing the best innovative ideas for better business functions and improving company performance both financially and non-financially. Rewards are a form of appreciation for obtaining professional employees (Sutikno, 2014).

Performance is the result of work in quality and quantity, which is achieved in accordance with the duties and responsibilities given to him. Performance quality includes discipline, thoroughness, skills, and communication in completing tasks. Performance quantity includes the ability to achieve planned targets, progress, and responsibility in completing tasks. Performance comes from the words job performance or actual performance (work performance or actual achievements achieved by a person), namely the results of work in terms of quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given

to him (Federman, 2016). Performance is the result of work in quality and quantity that can be achieved by an employee or employees in carrying out their main duties and functions in accordance with the responsibilities assigned or given.

The purpose of this research is to analyze effect of leadership, work engagement, and giving reward on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory.

RESEARCH METHODS

The design of this research is quantitative observational research with a cross sectional approach. Quantitative research is systematic scientific research into parts and phenomena and the causality of their relationships (Siregar, 2013). The aim of quantitative research is to develop and use mathematical models, theories or hypotheses related to a phenomenon.

Population is the entire number of subjects that will be studied by a researcher (Arikunto, 2011). Population in this study are 105 employees at the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Sample as part of the number and characteristics possessed by a population. Sample measurements are carried out through statistics or based on research estimates to determine the size of the sample taken in carrying out research on an object (Ansori, 2020). This large sample collection must be carried out in such a way as to obtain a sample that can describe the actual state of the population. Sample in this study are 101 respondents taken using purposive random sampling technique. Purposive random sampling technique is a sampling technique using certain considerations according to the desired criteria to be able to determine the number of samples to be studied (Sugiyono, 2013).

Data analysis uses multiple linear regression analysis via partial (t) test. t test basically shows how much influence an independent

variable individually has in explaining the dependent variable (Ghozali, 2011).

RESULT AND DISCUSSION

General Description

In carrying out its duties and functions as the Technical Implementation Unit of the East Java Provincial Health Service, the Technical Implementation Unit of the Herbal Materia Medica Laboratory is supported by employees who have various educational backgrounds and scientific fields. The medicinal plant development unit focuses on the cultivation and processing of medicinal plants, and has land workers and post-harvest processing personnel who handle field work. The herbal laboratory service unit oversees microbiology, tissue culture, instrumentation, and phytochemistry laboratories with research staff and chemical analysts. There are healthy homes that function as a means of providing traditional health services managed by doctors, nurses, pharmacists, and traditional health workers.

Based on cross-tabulation of respondent characteristics with employee performance variables, it is found that male respondents had higher employee performance (54%) compared to women (33%), respondents aged 18-27 years had the highest employee performance at 34%, Respondents with a high school education had the highest employee performance at 40%, and respondents with 1-5 years of service had the highest employee performance at 27%.

Partial (t) Test Result

This partial (t) test is carried out by comparing the alpha value with the sig value. If the sig value < 0.05 then H_0 is rejected. So it can be said that there is a partially significant influence between the independent variable and the dependent variable, and vice versa. The following are the results of t test, which can be seen in Figure 1:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.782	2.688		2.895	.005
	Leadership	.154	.062	.177	2.470	.015
	Work Engagement	.514	.061	.618	8.430	.000
	Giving Reward	.133	.067	.143	1.987	.048

a. Dependent Variable: Employee Performance

The research results show that leadership has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Leadership is something that is inherent in the leader and therefore leadership is then linked to traits, personality, abilities, and capabilities, all of which led to characteristics or traits. certain. In an organization or agency, the role of leadership greatly influences employee motivation in improving their performance. Leadership partially had a positive and significant influence on employee performance, and results are obtained that leadership, motivation, and work discipline had a positive and significant influence on the performance of employees of the Asia Muslim Charity Foundation North Sumatra. State that water has a positive and significant influence between leadership styles and employee performance, and there is a positive and significant influence between leadership styles on employee loyalty through employee performance. Work engagement has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Work engagement is a situation where an employee feels involved emotionally and intellectually with the work they do. This includes a strong commitment to the organization or agency, feelings of self-worth, and satisfaction in carrying out work tasks. Work engagement is also a factor that refers to the involvement, satisfaction, attachment and enthusiasm of employees at work. Employees who feel involved are involved and enthusiastic about the work they do and will always try to give their best to their workplace. Work engagement is a combination of satisfaction and

commitment, and satisfaction refers more to emotional or attitudinal elements, while commitment involves more motivational and physical elements. Work engagement moves beyond satisfaction to combine various perceptions of employees who collectively demonstrate high performance, commitment, and loyalty.

Giving reward has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Rewards are a form of appreciation for obtaining professional employees. Giving reward to employees can take the form of financial incentives, verbal recognition, achievement-based awards, promotions, or career development opportunities. Giving reward should be directly proportional to the level of employee performance, this aims to maintain employee motivation in working, as well as to inspire other employees. All staff have the same leave rights and the process of granting permits is regulated in applicable regulations. Staff who want to develop their potential either through training, training or education get convenience and support from the leadership. Incentive calculations are calculated based on discipline and fair performance assessment in accordance with the merit system.

CONCLUSION AND SUGGESTION

The research results show that leadership has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Work engagement has a positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory. Giving reward has a

positive and significant effect on employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory.

Based on the research results, the suggestions are as follows:

1.For Respondents

It is hoped that respondents will be able to provide suggestions, input, and constructive criticism to improve employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory so that it meets the expected conditions.

2.For the Technical Implementation Unit of the Herbal Materia Medica Laboratory

It is hoped that the Technical Implementation Unit of the Herbal Materia Medica Laboratory can use the results of this research as evaluation material in optimizing leadership, work engagement, giving rewards, and employee performance so that the Technical Implementation Unit of the Herbal Materia Medica Laboratory's service to the community can be better in future.

3.For Further Researchers

It is hoped that future researchers will deepen and add other specific research regarding the factors that influence employee performance in the Technical Implementation Unit of the Herbal Materia Medica Laboratory.

Declaration by Authors

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