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Influence of leadership, motivation, and training on the performance of Periuk District Office employees

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ABSTRACT

In a study entitled "The Influence of Leadership, Motivation, and Training on the Performance of Periuk District Office Employees". Bina Sarana Informatics University, Management Study Program, Department of Economics and Business. Aims to determine the effect of Leadership, Motivation, and Training on the Performance of Periuk District Office Employees, Tangerang City. This study uses a quantitative method with the type of research Field research. Data collection techniques using a questionnaire in the form of a questionnaire. The data analysis technique used multiple linear regression analysis through the SPSS 25 application. The population used was all employees of the Periuk sub-district office of 40 people by taking a total sample of 40 people. As for the results of this study, the results of the t test partially determine that there is a statistically significant relationship between leadership ability (X1) and employee performance (Y), then the results of the t test partially determine there is no partially significant relationship to employee performance in motivation, but training has little or no effect on employee performance.

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1. Introduction

In every field and business, human resources are very important. They act as catalysts and key strategic components that influence business growth and success. Basically, human resources are someone who has been hired by a company to carry out various tasks as workers, thinkers and strategists to achieve the company's vision and goals (Widarni & Bawono, 2020). Employees have evolved over time from mere workers to valuable resources who actively contribute to the overall development of the company. (Hasibuan & Prastowo, 2019). To achieve the desired level of labor productivity, skilled human resources are needed. In turn, this allows the organization to move forward and develop towards its stated goals. (Silaen et al., 2021).

Regarding labor relations, it can be said that Employment Law no. 13/2003 is a possible regulation. Basically, the law doesn't. 13 In 2003, the government developed tools to protect and regulate work in Indonesia. This strategy is used to protect the welfare of employees and the company. It becomes important for business leaders and HR managers to have a solid understanding of these legal regulations (Armstrong & Taylor, 2020). With this information, managers can effectively enforce regulations when recruiting and managing employees within the company.

Therefore, it is important for leaders to evaluate employee performance to see to what extent an employee's performance can show dimensions that motivate and also hinder the employee's achievement (Silaen et al., 2022). Since this provides insight into the actual talent displayed by employees, evaluating each employee's performance is critical to driving a company's dynamic growth. (Susilo et al., 2020). From the statement above, there are several factors that influence the performance of qualified or competent

organizational employees, starting from the superior leadership style used to influence employees, then certain things that can motivate employees at work, as well as the training that employees receive from agencies or institutions. (Sugiyono & Rahajeng, 2022)

Leadership is the main key to a company, because leadership plays an important role in providing direction to its subordinates. Because a leader must be able to influence his subordinates to work optimally, apart from that, to produce good work morale, managers must also support their individual needs, both moral and material (Anggraini, 2022). This is supported by Nofita Sari's view, which states that leadership style is a way that leaders use to influence their subordinates. This can be said to be a method because the success or failure of a person's leadership is determined by the quality of his leadership (Nofita Sari & Kartika Sari, 2020). Sutrisno believes that motivation serves as a driving force that encourages a person to engage in a particular activity and is therefore considered a determinant of a person's behavior in the workplace. As for the theory according to Robbin, motivation is a process that produces enthusiasm, purpose and seriousness of effort from the human person in pursuing a target (Patel & Goyena, 2019)

According to (Trimulatsih & Elisabet, 2021). Motivation is the formation of a worker's attitude in facing situations while working in an organization. And motivation is a condition that directs or influences employee self-initiative to be more focused in achieving an organizational goal. Likewise, an employee's positive mental attitude can strengthen work motivation to achieve maximum efficiency (Hidayati Eka Putri & Fatahurrazak, 2020).

According to Fahmi, the meaning of motivation explains why someone behaves as they want to do. The better an organizational leader understands the behavior of his subordinates, the better the leader can influence and motivate his employees to be more consistent in achieving agency goals (Larosa et al., 2022). Based on the descriptions of previous researchers, it can be concluded that motivation is an employee's response to several statements about general efforts that arise from within the employee to increase the desire to work.(Gustiana et al., 2022)

Hardjanto said that every organization wants its workers to have high performance skills in carrying out their duties. Which states that training can be specific, practical and immediate (Hidayati Eka Putri & Fatahurrazak, 2020). This means that special training is related to the field of work being carried out. Then, what is meant by practical and immediate is knowledge that has been conveyed and taught which can be put into practice in a field appropriate to the job (Hidayat & Wulantika, 2021).

Essentially, training is a deliberate and methodical process designed to change traits, attitudes, and abilities through intentional learning opportunities. The goal is to provide the background information, skills, and attitudes needed to perform job duties, help achieve organizational goals, and produce significant performance improvements (Perpusnas, 2021). According to Erma Safitri (Pane, 2021), job training can have a significant positive influence on employees (Hanaysha & Tahir, 2016), where the result is that after the training is carried out, employees begin to carry out their duties and the work they have to do, and are able to understand how production machines at PT work. Angkasa Pura 1. Aware of the importance of ability or skills at work as the key to an employee being able to perform high, the leadership tries to increase employee capability by carrying out or holding training activities (Astuti et al., 2020), and in accordance with Widodo's statement that training is carried out with the aim of increasing productivity, increasing quality performance, supporting employment plans, increasing morale of members, providing indirect rewards or allowances, preventing work accidents, and increasing ability or development or expertise in employee personal knowledge (Sihaloho, 2021). It can be concluded that training is an important process that can improve personal skills and can train employees' skills, abilities, expertise and knowledge to work effectively and efficiently to achieve the goals of a company or agency (Saragih, 2020). Companies that carry out the training process must use methods that are appropriate and easily understood by employees who are trainees. (Milah, 2020).

The factors that have been described have aroused researchers' interest in conducting thesis research on "The influence of leadership, motivation and training on employee performance in the Periuk District office". One of the regional apparatuses of Tangerang City is the Periuk District which functions as regional technical implementer in certain fields under the leadership of the sub-district head. In the government's duties, regional development is one of the main goals of state development which aims to improve the standard of living and welfare of the community. In accordance with national goals, the government must carry out its duties as it should. In accordance with the mission of the District Office written in number one and number two, it is to increase institutional capacity and the quality of security resources and the quality of public services. So it is important to assess employee performance.

2. Research Method

Data Collection Methods

According to Sugiyono (Sugiyono & Rahajeng, 2022), research methods are used in accordance with the philosophy of positivism to research certain populations or samples, apply research tools to collect data, and carry out quantitative or statistical analysis of the data. qualitative data to validate the hypothesis.

Quantitative research was chosen as the research method for this study, as already mentioned. The techniques used to collect the data required for research are known as data collection techniques. Data collection in scientific research involves the use of methodical strategies to gather necessary information. Research may use a variety of data collection methods, including:

A literature review, sometimes called a literature review, is often used to provide comparative or complementary data related to a research topic. This approach is useful for completing the data when examining the current research question. (Rimbani, 2019)

In this study, the behavioral observation method was used, which involves tracking and recording the movements and interactions of people in the observation area. (Sugiyono (2020:203), 2018)

Information collected from behavioral observations is confirmation of the existence of issues related to organizational social behavior found in the behavior of organizational members.

Observational research is a method of collecting primary data by carefully observing research subjects. In this study, the behavioral observation method was used, which involves tracking and recording the movements and interactions of people in the observation area. According to Sujarweni (2020)(yohana trisnawati, 2022) , a questionnaire is a tool used for data collection where respondents are given a list of written or verbal questions to answer. These items are measured using a Likert scale, and the indices of these variables are used as a guide in creating question items. By distributing forms to each employee, questionnaire distribution is carried out. Respondents were not permitted to provide open answers because the questionnaire was given in a closed format.

Data collection techniques

To collect the necessary data information for this research, the methods used by the author include:

Source-based data

A data source is information that can provide information about the data. Sugiyono (2019). Based on the source, data is divided into two types, which are primary data and secondary data. Primary data is information obtained through interviews or interviewing. Primary data was used in this study as it was obtained from primary or direct sources. Respondents responded by completing a questionnaire distributed by the researcher. Secondary data is information collected or collected by people who rely on existing sources in their research. Secondary data was collected in this study through documents

Form-based data

Based on form, data is divided into two types, which are quantitative data and qualitative data. Quantitative data is survey data in the form of numbers, statistical data, and statistical data that can be analyzed. Quantitative knowledge is called the scientific method because it is measurable, rational, objective, and empirical. Qualitative data is data that cannot be measured numerically, is the type of data that characterizes or describes something, data that can be observed and recorded.

Data Analysis Technique

Validity and Reliability Test

Validity and reliability must be met by a well-designed questionnaire. The validity and reliability of the survey should be assessed in the validity and reliability test, checking whether the survey results produce accurate and reliable research data. If the measure accurately evaluates the intended target, then the measure is said to be valid. Reliability, on the other hand, relates to the accuracy and consistency of the measurement. A measure is considered reliable if measuring the same thing gives similar outputs.

The validity test assesses the accuracy and authenticity of information taken from research instruments. According to Sugiyono, a valid instrument assumes that the data collection method used measures the variable correctly.

Using IBM SPSS Statistics 25, validity checks are carried out using the criteria listed below:

-If rcount is positive or rcount> rtable, then the question item is valid.
-If rcount is positive or rcount < rtable, then the question item is valid.

The consistency and stability of the measurement is evaluated by reliability testing, guaranteeing that the measurement is reliable and consistent even after repetition. The following interpretations are possible thanks to the Cronbach's alpha approach, whose findings are separated into five equal class ranges: Low reliability is indicated by Cronbach's alpha values between 0.00 and 0.20.
- Cronbach's alpha values between 0.21 and 0.40 indicate an average level of reliability.
- Cronbach's alpha values in the range of 0.41 to 0.60 indicate a moderate level of reliability for the measure.
- Cronbach's alpha values of 0.61 to 0.80 indicate a reliable measurement.
- Measurements with Cronbach's alpha values between 0.81 to 1.00 are highly accurate.

Multiple Linear Regression Test

The linear relationship between two or more independent variables and one dependent variable can be evaluated statistically with multiple linear regression. The following equation can be used to represent multiple linear regression with two independent variables:

$$Y = a + b1x1 + b2x2 + e$$

Description:
Y = Employee Performance (Dependent Variable)
a = Constant
b = Regression coefficient of each independent variable
e = Error Rate
X1 = Leadership (Independent Variable)
X2 = Motivation (Independent Variable)
X3 = Training (Independet Variable)

Hypothesis Test

Hypothesis testing used in this research is:
The t-test is often used to assess the contribution of the independent variable to explaining the variation in the dependent variable. According to Sinulingga, the t-statistic test has a confidence level of 95% (= 0.05) and is used to determine whether an independent variable has a significant effect on the dependent variable:
If tcount> ttable or significant value> 0.05, then H0 is rejected and Ha is accepted.
If tcount < ttable or significant value < 0.05, then H0 is accepted and Ha is rejected.

The F-test basically determines that each dependent or independent variable included in the model, ie. management, motivation and job training, thoroughly affects the dependent variable.
To determine the hypothesis in the study Ho is accepted, which means that the variable affects the dependent variable at a significance value of 5% or 0.05. The F-test is among others in the following way:
If fcount> ftabel or significant> 0.05, then H0 is rejected and Ha is accepted
If fcount < ftabel or significant value < 0.05. Then Ho is accepted and Ha is rejected

Classical Assumption Test

Classical Assumption Testing Tests data by confirming research findings and ensuring that the data used is impartial and consistent with the underlying theory, as mentioned in the review by Supawi and Eny (Saragih, 2020). Regression coefficients are evaluated as part of this test to determine how accurate the analytical model is. Obtaining an analytical model that is trustworthy and useful for research is the goal. The classical prerequisite test consists of the following information:

If the independent variables in the regression model show a linear relationship with each other, then multicollinearity exists. A significant or linear relationship between two independent variables (predictor variables) in a regression model is referred to as correlation. The correlation coefficient, variance inflation coefficient (VIF), and tolerance level can be used to evaluate correlation. The following are some characteristics of multicollinearity, namely:
a. High tolerance and variance inflation factor (VIF):
- The VIF value is around 1.
- The low tolerance value is around 1.
- The tolerance formula is Tolerance = 1/VIF, and the VIF formula is VIF = 1/Tolerance.
- Multicollinearity becomes apparent when the VIF is greater than 5.

b. The level of correlation between the independent variables does not indicate multicollinearity:
- A low correlation coefficient (0.5) is ideal.
- Correlation coefficients (r) with values greater than 0.5 should be excluded from the model.

Inferred from the scatter plot, a variable is said to be unchanged if the probability is less than 0.5. This test is used so that it can be known that the variables in the type differ from one observation to another. Uniform variance refers to the residual variable remaining constant while variable variance refers to the variability of the residual variable. To check if there is variable variance, use the Glejser test procedure. Regression using the regression equation for the absolute value of the residuals of the independent variable is suggested by Glejser. This technique can be used to determine if there is variable variance.
1. There is no heterogeneity if there is no clear sample or if the scores on growth y are randomly distributed above and below 0.
2. Variance variation occurs if there are samples or points that form a particular sample above and below zero.

The K-S test, sometimes called the Kolmogorov-Smirnov test, is used to determine that surveys are normally distributed. The goal is to analyze how well the data conforms to a normal distribution. The null hypothesis (H0) is rejected if the significance value (Sig.) is higher than 0.05 (above), indicating that the data is not normally distributed and may have a different distribution pattern.

3. Results And Discussions

Instrument Test

Validity Test

On comparison of the resulting "r count" value to the large "r table" value, therefore a validity check was performed. The questionnaire is considered valid if the "r sum" exceeds the "r table". All entries were declared valid based on the table provided, as they all met the requirement that the corrected total item correlation value (r number) was greater than the significant "r table" value of 0.312 (N = 39, = 0.05).

Reliability Test

By examining the dependability of responses to a question, reliability tests are used to assess the consistency and stability of a measurement tool. Simply put, this test helps assess how effectively a measurement tool produces accurate and consistent findings**.**

Table 1. X1 Variable Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.776	11

The results of the reliability test above can be seen that the Cronbach alpha value is 0.776. This means that the leadership variable instrument (X1) is reliable.

Table 2. X2 Variable Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.768	11

Based on the reliability test results above, the Cronbach's alpha value is 0.768. This shows the validity of the measuring instrument for the dynamics of change (X2).

Table 3. X3 Variable Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.786	9

The results of the reliability test above can be seen that the Cronbach alpha value is 0.786. This means that the training variable instrument (X3) is reliable.

Table 4. Y Variable Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.778	10

Based on the reliability test results mentioned above, the Cronbach's alpha value is 0.778. This proves the validity of the employee performance variable instrument (Y).

Classical Assumption Test

Normality Test

The TA normality test is carried out to determine how the observed data has a normal distribution. To determine whether data is normal, researchers can use statistical or graphical techniques. Data are uniformly distributed and subject to the assumption of normality if the significance level is 0.05 or higher.

Table 5. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		39
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.27168353
Most Extreme Differences	Absolute	.143
	Positive	.143
	Negative	-.067
Test Statistic		.143
Asymp. Sig. (2-tailed)		.043[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

After data processing and table testing, a significant value of 0.043 was detected which exceeds the threshold of 0.05. It can be summarized that the residual data is normally distributed. The data normality test is to determine that the dependent and independent variables in the regression model are normally distributed. Normal P-P plot and regression normalized residual histogram are both shown among others:

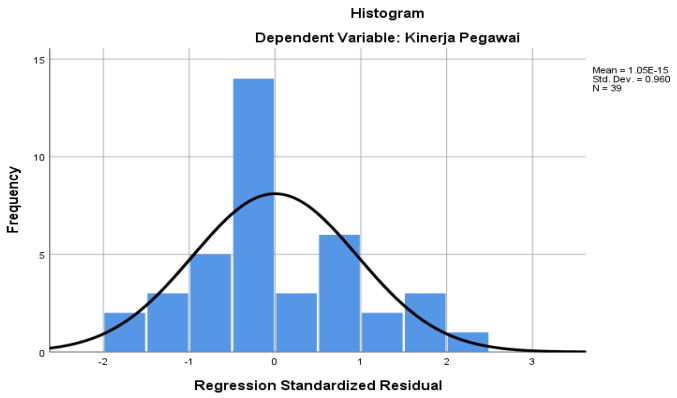

Figure 1. Histogram of Normality Test

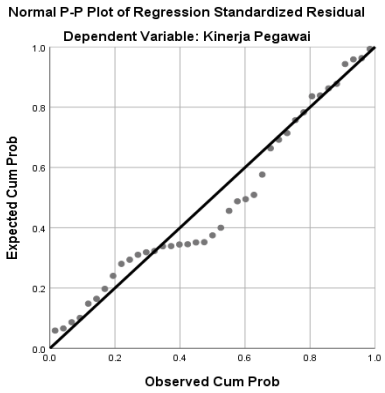

Figure 2. P-P Plot of Normality Test

The histogram test shows a mountain-like structure, while the normalized P-P histogram shows a diagonal fit. These findings support the assertion that the data from this regression model follows a normal distribution by showing that the regression model used in this study meets the assumptions mentioned earlier.

Multicollinearity Test

The regression model tests the level of correlation, both weak and strong, between the independent variables. The following is the decision-making procedure:

- If the variance inflation coefficient (VIF) value is less than 10 and the error value is between 1, the null hypothesis (H0) is accepted.
- If the tolerance value is close to zero and the VIF is greater than 10, then the null hypothesis is rejected.

The following table shows the findings for assessing the interdependence between the research variables:

Table 6. Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	23.098	7.059		3.272	.002		
	Leadership	.322	.116	.413	2.784	.009	.955	1.047
	Motivation	.219	.139	.250	1.575	.124	.839	1.192
	Training	-.226	.164	-.215	-1.379	.177	.866	1.155

a. Dependent Variable: Employee Performance

The independent variables Leadership (X1), Motivation (X2) and Training (X3) have variance inflation coefficient (VIF) values of 1.047, 1.192 and 1.155 respectively according to the multicollinearity test results as in the table. The tolerance levels of the collinearity statistics for Leadership (X1), Motivation (X2) and Training (X3) are 0.955, 0.839 and 0.293 respectively. These results support the hypothesis that the independent variables in this study do not exhibit multicollinearity. The fact that all VIF values are less than 10 and the tolerance levels for the collinearity statistics are very close to 1 gives confidence to this conclusion.

Heteroskedaticity Test

If the probability, calculated from the scatter plot, is less than 0.5, the variable is considered to have varying variance. This test evaluates whether the variables in a regression type are unevenly distributed from one residual observation to another. We call the residual variables covariance if they are constant, and heteroscedasticity if they change. The Glejser test method, which offers regression using the regression equation for the absolute value of the residual value of the independent variable, is used to ensure the existence of variable variance.

1. If the data points are randomly distributed above and below the y=0 line, then the variance has not changed and no clear trend can be observed.
2. In contrast, a change in variance is expressed when the data points follow a distinct pattern, with clear clusters or trends above and below the y=0 line.

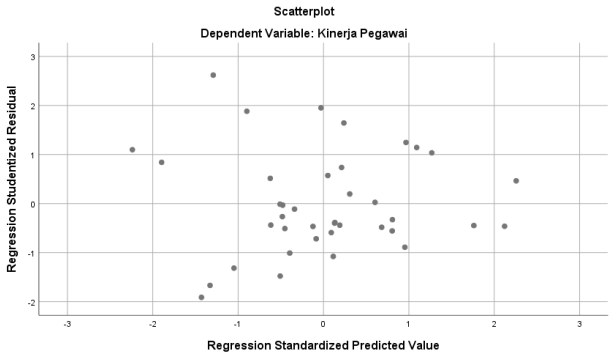

Figure 3. Heteroskedaticity Test

Based on the scatter plot image provided, it is clear that the research variables have uniform variance. The data points are randomly distributed above and below the value of 0 on the y-axis, which indicates there are no distinct samples or clusters. Therefore, the variance test for the research variables yielded positive

results. The information obtained from these variables can be considered relevant and used for further investigation and testing.

Hypothesis Test

Simultaneous Test (Test f)

The Kolmogorov-Smirnov test, also known as the K-S test, is a technique used in SPSS to evaluate whether survey data follow a normal distribution. (Setyariski, 2019). This test is to determine the significance of the normal distribution of the data. If the Sig. is greater than the sum of 0.05 (above), the null hypothesis (H0) is rejected, which determines that the research data follows a normal distribution. The Kolmogorov-Smirnov test, also known as the K-S test, is a technique used in SPSS to evaluate whether survey data follow a normal distribution. This test is to determine the significance of the normal distribution of the data. If the Sig. is greater than 0.05 (above), the null hypothesis (H0) is rejected, which determines that the research data follows a normal distribution.

Table 7. Test f

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	247.578	3	82.526	4.166	.013[b]
	Residuals	693.397	35	19.811		
	Total	940.974	38			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Training, Leadership, Motivation

The significance value for leadership (X1), training (X2) and motivation (X3) on employee performance (Y) is 0.01, which is lower than the predetermined significance level of 0.05, as shown in the table. Therefore, the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. This determines that employee performance (Y) is significantly influenced by leadership ability (X1), education level (X2) and work motivation (X3). Based on these results, it shows that there is a positive and significant influence simultaneously between Leadership, Motivation and Job Training on Employee Performance at the Periuk District Office, Tangerang City

Partial test (t test)

The purpose of this study is to show how closely the independent variables correlate with each other and how this affects the interpretation of the dependent variable.

Table 8. The t-test

Coefficients[a]

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	23.098	7.059		3.272	.002
	Leadership	.322	.116	.413	2.784	.009
	Motivation	.219	.139	.250	1.575	.124
	Training	-.226	.164	-.215	-1.379	.177

a. Dependent Variable: Employee Performance

1. Effect of Leadership (X1) on Employee Performance (Y)
   The effect of leadership (X1) on employee performance (Y) has a significance value of 0.009, lower than the significance level of 0.05, according to the partial t-test results, as shown in the table. As a result, the alternative hypothesis (Ha) is accepted and the null hypothesis (Ho) is rejected, which indicates a significant influence between leadership on employee performance.
2. Effect of Motivation (X2) on Employee Performance (Y)
   Based on the information in the table, the partial t test results show that the significance level of the relationship between employee performance (Y) and work motivation (X2) is greater than 0.05, which is 0.124. Therefore, the alternative hypothesis (Ha) is rejected and the null hypothesis (Ho) is accepted. This determines that the impact of employee work motivation on production is very small or non-existent.
3. Effect of Training (X3) on Employee Performance (Y)
   Based on the partial t-test results for information in the table, the significance value of the correlation between training (X3) and employee performance (Y) is 0.177 which is higher than the 0.05 significance level. Ho is accepted and Ha is rejected, which determines that training has no significant effect on employee productivity.

Coefficient of Determination Analysis (R2)

Table 9. Coefficient of Determination (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.513[a]	.263	.200	4.451

a. Predictors: (Constant), Training, Leadership, Motivation

From the results of the table above shows that Variables x1, x2, and x3 collectively influence variable y, accounting for 26% of the change, based on the R-squared value of 0.263 or 26%. Other variables outside the model were responsible for the remaining 74% of the variation.

Multiple Linear Regression Analysis

Table 10. Multiple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	23.098	7.059		3.272	.002
	Leadership	.322	.116	.413	2.784	.009
	Motivation	.219	.139	.250	1.575	.124
	Training	-.226	.164	-.215	-1.379	.177

a. Dependent Variable: Employee Performance

$$\mathbf{Y = a + b1x1 + b2x2 + e}$$

$$= 23.098 + 322 + 219 + (-226)$$

1. The constant value (a) of 23.098 indicates a positive correlation between the independent variables (leadership, motivation, and training) and the dependent variable (employee performance). Specifically, employee performance is expected to increase by 7059 units for every 7% increase in the value of the independent variables (X1, X2, and X3).
2. Employee performance is expected to increase by 0.322 units for every 1% increase in leadership, according to the regression coefficient of the leadership variable (X1) which is positive, namely 0.322. This favorable result indicates a one-way relationship between the independent variable (leadership) and the dependent variable (employee performance). .
3. The volatility regression coefficient (X2) shows a positive value of 0.219. This means that every 1% increase in motivation will result in an increase in employee performance of 0.219 while all other independent factors are considered constant. The independent and dependent variables have a one-way relationship, indicated by a positive sign.
4. A negative regression coefficient of -0.226 is shown for the learning variable (X3). This means that for every 1% increase in training, employee performance will decrease by -0.226 units, keeping all other independent factors constant.

Based on the results of distributing questionnaires at the Periuk District Office, Tangerang City, it can be concluded that all questionnaires that have been filled out by respondents are considered valid regarding the statement items regarding the Leadership, Motivation and Training variables on the influence on employee performance in the agency. This shows that the questionnaire used by researchers obtained appropriate and relevant responses from respondents in measuring the variables studied.

The independent variables (leadership, motivation, and training) have an impact on the dependent variable (employee performance), according to the test results mentioned above. For further explanation, see the following explanation:

Examination of the data using SPSS shows that in the Periuk District Office, Tangerang City, Banten 15131, leadership has a fairly large impact on staff performance. The results of the t-test show a significance value of 0.009, which is smaller than the significance level of 0.05. As a result, Ho1 was rejected and Ha1 was accepted, which shows the importance of leadership in influencing staff performance. The b1 value of 0.322 in the multiple linear regression test, which shows that leadership influences employee performance, strongly supports this finding.

Employee performance is influenced by motivation at the Periuk District Office, Tangerang City, which is located at Jalan Raya Vila, Tangerang Regency No. 1 Periuk Kota Tangerang Banten 15131. With a value of 0.124 and a significance level of 0.05, the partial t test results show a significant relationship between employee performance (Y) and motivation (X2). This determines that motivation has little influence on employee performance. On the other hand, it is clear that the work discipline variable has a positive regression coefficient of 0.219 (beta), indicating that motivated people have better performance.

The results of research conducted at the Periuk District Office, Tangerang City, which is located at Jalan Raya Vila, Tangerang Regency No. 1 Periuk Tangerang City, Banten 15131, shows that training does not have a significant effect on employee performance, based on partial t test results. The significance value of the relationship between employee performance (Y) and training (X3) is 0.177, which is higher than the threshold of 0.05. This shows that employee performance is not influenced by training.

Furthermore, the vocational training variable (X2) is negatively correlated with a regression coefficient of 0.226. The validity and reliability of the training variables have been confirmed by validity and reliability tests, which should be emphasized. This shows that improving employee performance through professional training is relatively ineffective.

Employee performance at the Periuk District Office, Tangerang City, Banten 15131 is influenced by leadership and motivation. However, within the same office, training does not have a significant effect on employee performance. This can be seen from the significant F value for the influence of leadership (X1), training (X2), and motivation (X3) on employee performance (Y) which ranges from 0.01 to 0.05. Therefore, the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. This shows that motivation (X3), training (X2) and leadership ability (X1) together influence employee performance (Y).

4. Conclusion

Based on the data analysis obtained in the previous chapter, the following research conclusions can be drawn: Employee performance is significantly influenced by leadership, training, and motivation.

The findings of this research are used to gain insight into the relationship between leadership, employee motivation, and training. A larger sample is recommended for further research to increase the accuracy of research data. Periuk sub-district employees in Tangerang City should be encouraged to provide appropriate motivation to employees at the sub-district office. The need for motivation to improve performance. The sub-district office should provide more job training for all its employees to improve their skills and expertise so they can work better, with the aim of increasing their knowledge in the established world of work.

Theoretical implications: Employee performance is greatly influenced by leadership. Employees are positively impacted by competent management, which improves task performance and overall efficiency, Employee performance is greatly influenced by motivation. When workers are adequately motivated, their leadership capacity increases, which improves task performance, increasing human resource capacity through training is very important. Organizations strive to develop a wide range of knowledge and skills in their workforce by providing training opportunities.

Practical implications: The head of the Periuk district office used the study findings to inspire his staff. to improve what has been done in an effort to improve employee performance.

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