

## INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEE JOB SATISFACTION AT PT. STAR MITRA SULAWESI MAKASSAR

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### Abstract

*This study aims to determine the effect of leadership style on employee job satisfaction at PT Star Mitra Sulawesi Makassar. This research variable consists of leadership style and employee job satisfaction. This type of research is quantitative associative. The population with a total of 33 employees at PT Star Mitra Sulawesi Makassar. The sampling technique used is saturated sampling with a sample size of 33 respondents, namely the entire population. The data collection technique was carried out by distributing questionnaires to employees. The data analysis technique uses simple regression with the help of SPSS version 27 software. The results of this study indicate that leadership style has a positive and significant effect partially on employee job satisfaction at PT Star Mitra Sulawesi Makassar.*

**Keywords:** Leadership Style, Employee Job Satisfaction.

### INTRODUCTION

The survival and growth of a company is not only determined by its success in managing its finances, marketing and products, but is also determined by its success in managing human resources. Currently, human resources are considered an important resource for companies, because without quality human resources, organizations will not be able to survive in competition. Managing human resources in a company is not an easy thing because it involves various elements in a company, namely employees, leaders, and the system itself.

Human resources have an important role both individually and in groups as the main driver for the smooth running of business activities. In order for a company to be said to be advanced, it can be seen from the company's human resources working optimally and being able to achieve the desired targets.

Employee job satisfaction will have a positive impact on employees. Employees who have work motivation will have high job satisfaction so that every job they are given will be completed well. Companies must be able to pay attention to factors that can influence job satisfaction, namely leadership style. Leadership style will encourage increased employee performance because the right leadership style will encourage employee morale, creativity and work attitudes. Leaders need to create a comfortable working situation for every employee. Understanding employee behavior is necessary so that company leaders can apply a leadership style that can create work comfort for employees so that employees can carry out their work well.

PT. STAR MITRA SULAWESI MAKASSAR, has leaders who are still unable to adapt themselves to conditions in the company. The lack of communication between employees and leaders means that employees sometimes find it difficult to understand what the leadership orders. In this company, there is a lack of leadership ability to influence or influence employees by providing comfort in working, such as the leadership's attitude being less able to motivate employees to do their work. Company leaders also rarely give appreciation or praise for what employees have done. And company leaders have unfriendly personalities and cannot create or create conditions that support employee work, such as the attitude of leaders who do not provide advice and input to employees when they find it difficult to overcome work problems.

## **RESEARCH METHOD**

The type of research used in this research is quantitative method research (survey). According to Kurniawan and Puspitanigtyas (2023), it is a scientific approach used to collect, analyze and interpret data in the form of numbers or numerical data. This method is widely used in various scientific disciplines, including social sciences, natural sciences, economics, and others.

(Amir et al., 2009) states that a measurement scale is a guideline or provision that can be used by other researchers to measure the same variable concept in the same way through measuring "numbers" or "attributes" that use a certain scale such as a questionnaire.

According to Kurniawan and Puspitanigtyas (2023), the questionnaire method is an indirect data collection technique (researchers do not directly ask questions to respondents). Data collection instruments or tools, also called questionnaires, contain a list of questions that have been systematically prepared which must be answered or responded to by respondents according to their perceptions.

In this research, the questionnaire is arranged according to the order of the variables according to the indicators, with the aim that the questions in the questionnaire do not deviate from the research objectives. The questionnaire is closed and provides answers to Strongly Agree, Agree, Disagree and Strongly Disagree.

The scale used in measuring this research is the Likert scale. According to Sugiyono (2018), the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are described into variable indicators, which are then used as a starting point for compiling instrument items which can be in the form of questions or statements.

Kurniawan and Puspitaningtyas (2023), data analysis is a stage carried out after all research data has been collected. Data analysis is a method for analyzing, studying, and managing certain data so that one can come to clear conclusions about the problem being researched and discussed. In this research, quantitative analysis is used to analyze data statistically. This means that the data collected will be analyzed using statistical techniques. The data collected was processed using the Statistical Product and Service Solution (SPSS) program.

## **RESULT AND DISCUSSION**

The leadership style variable (X) partially has a positive and significant effect on employee performance (Y). It is known that the significant value for leadership style on employee performance is  $0.000 < 0.05$  and the t table value =  $df (n-k-1) = t (0.05; 33-2-1) = (0.05; 30) = 1.682$ . This means that the calculated t test value  $> t$  table ( $3,107 > 1.692$ ), thus  $H_0$  is rejected and  $H_1$  is accepted so that the hypothesis which states that there is an influence of leadership style (X) on employee performance (Y) is partially accepted.

## **CONCLUSION**

Based on several results that have been discussed using quantitative analysis methods, to find the influence of leadership style (X) on employee job satisfaction (Y) at PT. STAR MITRA SULAWESI MAKASSAR, the research results are based on the results of the t-test of leadership style influence on job satisfaction employees at PT. STAR PARTNER SULAWESI MAKASSAR. Therefore, it is proven by  $t\text{-count} > t\text{-table}$  ( $3,107 > 1,692$ ).

Based on the results of what has been discussed above, there are several suggestions that I can put forward for the Company's future development, as follows: Leaders should be able to motivate employees to carry out their duties at work. Leaders should be more aware of providing extra guidance and support encouragement so that subordinates have a sense of confidence in being able to complete the work they are given. A good leader is a leader who can listen to the

opinions of his employees, therefore the leader is not only a decision holder but also wants to listen to his subordinates so that when the leader makes a decision the employees or subordinates feel they have taken part in the decision because it cannot be denied that most employees understand the existing conditions better. in the field and also leaders must be active in communicating with employees so that we can find out about problems within the Company

Companies and leaders must always optimize things related to employee work motivation so that employees are motivated to be enthusiastic about doing or carrying out work. Companies and leaders must also not be spared from working conditions, leaders must be able to create a conducive atmosphere, namely that there is a harmonious and harmonious atmosphere in every work activity among employees so that employees feel comfortable and safe when carrying out every job.

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