SUMMARY

RAMYA INGGITA MANIKOTTAMA. The Influence of Motivation, Work Environment and Leadership on Employee Performance PT Satu Visi Edukasi. Supervised by LUKMAN MOHAMMAD BAGA and AIDA VITAYALA SJAFRI HUBEIS.

Global competition demands every company to respond adjustments of the business environment. Global competition is not only in the business scope but the fulfillment of human resources aspects. Bailey says business success may still be supported by technological sophistication and financially but in the 21st century more on human resources (Djati 2000). Companies that can effectively manage their employees have a high level of profitability. So that companies can meet the needs of organizations, shareholders and investors. To achieve these goals the organization's leaders must be able to create a working environment that encourages employee motivation. So as to help employees achieve corporate goals with good leadership functions. This is important especially in educational organizations that are required to be able to compete globally.

PT Satu Visi Edukasi assesses Human Resource (HR) as an important aspect, especially to improve employee performance in order to compete in global competition. Various changes in business scope makes the management of PT Satu Visi Education realize that management of human resources as a pillar driving the achievement of corporate goals. Since 2015 to 2017 the company facing a decreased in employee performance. It is known that the achievement of the average employee performance does not reaching the target company. In 2015 the average achievement of employee performance was 74.9%. Furthermore in 2016 the average achievement of employee performance decreased by 74.5%. Achievement of the average employee performance in 2017 declined again by 73.8%. Management suspects that the decreased in corporate performance is caused by several things, one of which is the discomfort in the work environment. This is evidenced from the existence of incompatibility in interacting in communicating between employees. Furthermore, there is road construction project activities on KH Sholeh Iskandar Bogor street that affect the noise in the work environment. Inconvenience is increasingly felt by the deterioration of company infrastructure.

The issue of leadership is also considered to have an effect on the performance changes in PT Satu Visi Edukasi. This problem is illustrated by leaders who are considered less able to provide HR planning and control subordinates. This is known from the many employees who have no desire to increase their capacity through certification during 2015-2017. Employee certification is important in the company, where the company targets the average certification of employees to increase by at least 50 percent. Since 2015 to 2017, it is known that employee certification does not reach the company target. PT Satu Visi Edukasi's certified employees are 27% and 73% are not certified. Although certified training is strongly supported by the company completely. Therefore, management believes that the decrease in employee performance is caused by the low motivation of the employees at PT Satu Visi Edukasi.
Various factors that affect employee performance based on the above problems will be analyzed in order to get the best advice for management to improving employee performance. The factors that affecting employee performance improvement will be analyzed based on motivation, work environment and leadership. Sampling used a census of 37 employees of PT Satu Visi Edukasi through a questionnaire. A range of criteria is used in assessing employee perceptions. Analysis of PLS (Partial Least Square) is used to assess the effect of relationships on employee performance. The purpose of this research is to analyze the influence of motivation, work environment, leadership on employee performance of PT Satu Visi Edukasi, and give the best advice to improving employee performance.

The result of this research shows that the mediator variable that is employee motivation have positive (0.868) and significant relation to dependent variable that is employee performance. Work environment have negative (-0.234) and significant relation to employee performance. Leadership have positive (0.003) and non significant relation to employee performance. Employee motivation has the highest effect (8.740 > 1.96) followed by the working environment (2.206 > 1.96) and leadership (0.022 < 1.96). The best advice to improve employee performance is to increase employee motivation to achieve through awarding based on the length of time the employee works and the work results of the employee in the company’s future program.

Keywords: employee performance, leadership, motivation, PLS (Partial Least Square), work environment.