

The Impact of Leadership, Gender, Work Motivation, and Work Stress on Employee Performance in SMMES in Kalianyar Village

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Abstract: A quantitative research design was used. A methodical, factual, and accurate description of an activity in a certain field is known as a quantitative design. Methods for gathering data utilizing research instruments, data processing that is quantitative or statistical, and testing of predetermined hypotheses. The influence of employee performance in SMEs on the information title can be seen in the roof tiles. The population used is from Kalianyar Village and consists of 61 MSME workers. Nonprobability Samples are used in the sampling method. All 61 workers from the MSME roof tile industry in Kalianyar Village made up the sample in this study. In this study, both interviews and questionnaires were employed as data gathering methods. As can be observed from the study's findings, the variable (Leadership X1) has no bearing on employee performance. It can be seen that the factor (Gender X2) has an advantage over employee performance. be seen that the variable (Work Motivation X3) has a favorable impact on employee performance, followed by the positive impact of the variable (Work Stress X4).

Keywords: leadership; gender; work motivation; work stress; employee performen

INTRODUCTION

MSMEs have a crucial role in the macroeconomic environment. MSMEs serve as a source of income for workers. Small enterprises have the potential to boost the income of individuals in general and local communities in particular. MSMEs are businesses that contribute to the Indonesian economy [16]. MSMEs are creating new jobs and increasing foreign exchange through business entity taxes. According to [1], corporate resources such as capital and machinery do not produce ideal results. If it is not supported by humans, the organization's human resources must be capable of supporting good performance so that the company may fulfill its goals, vision, and mission [17]. Residents in Kalianyar Village, Tamanan District, make their living in the agricultural sector since the results in the agricultural sector are insufficient to cover their basic needs, therefore they look for extra labor, specifically in the tile business. The tile business can absorb labor and generate cash for the local community and its environs. There are three hamlets in Kalianyar village: Central Kalianyar Hamlet, South Kalianyar Hamlet, and North Kalianyar Hamlet. The three hamlets are all active in the tile industry, hence there are three MSME tile industries in Kalianyar Village.

Of course, running a business cannot be isolated from its difficulties; in the MSMEs of the Roof Tile Industry in Kalianyar Village, problems are reviewed based on the Employee Performance (Y) variables indicator, which includes Product Quality, Product Quantity, and Timeliness. The shape of the tile is used to determine the quality of the tile, however not all tile products are of good quality and have a perfect shape. The main problem is that the soil raw material is excessively dry, leading the tile to crack after the molding process. Product amount is evaluated based on the number of goods produced, but it is also evaluated in terms of product quality; roof tile items of high quality will be included in the product quantity calculation [2].

Employees will confront a difficulty or problem in terms of timeliness in terms of tile manufacturing completion targets if there are consumers who buy tiles in large quantities and target a short time. As a result,

personnel will increase their performance in order to meet these goals. Leadership is the ability to influence, encourage, and empower others in order for them to contribute to the effectiveness and success of the organizations in which they work. Gender is a cultural notion that is used to distinguish between men and women as they grow up in society. Meanwhile, [3] defines gender as "the human perception of women or men that is not based on biological sex differences." Gender produces distinctions between men and women in various spheres of life. The individual or work group performs a specific task. Work motivation, according to [4], is a human activity that is based on the work he is doing. Work motivation, according to [5], is a stimulant of the urge to move one's willingnes works, each motivated has a specific aim. Work stress can be felt by any person in the organization owing to a mismatch between expectations and reality; a heavy workload can also be a source of stress for employees. Job stress is a state in which people are tense. Excessive stress can impair a person's capacity to deal with the surroundings and the job that has to be done. According to [5], performances are the accomplishment of goals when doing something or engaging in a job activity.

Based on the foregoing, the researchers took the initiative to undertake employee performance research. The proposed title is "The Influences of Leadership, Gender, Work Motivation, and Work Stress on Employee Performance in MSMEs in Kalianyar Village's Tile Industry."

REVIEW OF LITERATURE

Fundamentals of Human Resource Management (HRM)

Defines human resource management as the withdrawal, selection, development, maintenance, and use of human resources to achieve personal and organizational goals [18]. Simply put, understanding human resource management entails managing people resources [6]. Human resources are the most important and influential of all the resources available to a business.

Leadership is defined as

Defines leadership as the capacity to persuade a person or group of people to take a particular action in order to attain a particular goal . In some circumstances, leadership is one of the managerial facets of an organization's life, a crucial position since a manager's leadership functions as a harmonizer in the process of collaboration amongst the individuals inside the organization [7].

Gender Definition

Gender refers to the disparities between men and women in terms of duties, responsibilities, rights, and behaviors that are influenced by the community's altering social, cultural, and customs in response to local time and circumstances, according to [8]. Responsibilities and behaviors are impacted by the social, cultural, and customary values of a community group, which may change based on the time of day and the surroundings.

Understanding Work Motivation

Work motivation, according to [3], is the strength of a tendency that causes people to engage in meaningful activities at work. This is more of a feeling of readiness or willingness to work toward achieving the objectives of the job rather than a feeling of joy or satisfaction in relation to the outcomes of various works.

Understanding Work Stress

Work stress, according to [9], is a circumstance where a person is confronted with activities or jobs that are beyond their ability to complete. It is quite likely that someone will experience work stress once their skill is fresh to number 5 (five) but they are faced with jobs that demand ability with number 9 (nine).

Understanding Employee Performance

Performance is the result of work that can be completed by an individual or group of individuals in an organization in accordance with their respective authorities and responsibilities [19], or it is about how a person is expected to function and behave in accordance with the task that has been assigned to him, as well as the quantity, quality, and time spent running errands [3].

Leadership's Effect on Employee Performance

Leadership, as defined by [3], is the ability to convince, inspire, and empower people to contribute to the effectiveness and success of the organization in which they work. Defines leadership as the ability to persuade a person or group of people to perform specified actions in order to attain specific goals under specific

situations [10]. Leadership is an important aspect of management in organizational life because it enables a manager to function as an aligner in the process of human cooperation inside the organization.

H1: It is hypothesized that leadership affects an employee's performance in a favorable and meaningful way.

Gender's Effect on Employee Performance

Men and women who grow up in society exhibit different roles, actions, mentalities, and emotional traits, according to the cultural idea of gender [11]. [8], on the other hand, says that gender is a human perspective or impression of women or men that is not based on biological sex differences. Women and men differ from one another in every facet of human existence due to gender, which also places them in a lesser social standing than men.

H2: It is believed that Gender significantly and favorably affects Employee Performance.

Workplace Motivation's Effect on Employee Performance

Workplace motivation, according to [9], is the process of externally pressuring a person or work group to carry out a specific task. Work motivation, according to [5], is the propensity for a person to engage in goal-directed activities at work. It is more of a sensation of being willing/willing to work toward achieving a goal than it is a feeling of pleasure in relation to the outcomes of various tasks. Work motivation, according to [12], is a desire stimulant that acts as the source of one's will to work. Every motive has a specific objective that the individual hopes to accomplish [20].

H3: There is speculation that both a positive and major impact on employee performance.

Job Stress' Effect on Employee Performance

Workplace tension has an impact on a person's emotions, thought processes, and physical health. The ability of a person or employee to deal with their environment and the job that has to be done may be hampered if they are under excessive stress [11]. Work stress, according to [8], is a state dynamic in which a person is presented with chances, requirements, or resources connected to what the person seeks and whose outcomes are viewed as uncertain and significant.

H4: It is hypothesized that workplace stress affects employee performance in a positive and meaningful way.

METHOD

Quantitative design is a methodical, truthful, and correct representation of an activity in a certain domain, according to [13]. Methods for gathering data that involve the use of research tools, quantitative or statistical data processing, and the goal of testing established hypotheses.

The primary source of the data used in this study was information provided by subjects and research respondents themselves [13]. Several respondents were used in this journal's data, which were acquired through interviews and questionnaires conducted by Sheare [14]. Secondary data is information that has been acquired indirectly or from third persons who are connected to the subject being investigated, either through information or written sources. In order to gather information for this study, sources of data included books, journals, and the internet. The subjects of this study, a total of 61 workers, were all employees of Kalianyar Village's SMEs engaged in the tile business. Nonprobability A sampling methodology is the Saturn Sampling Method [15]. All employees made up the study's sample 61 people work in the Kalianyar Village MSME roof tile industry. In this study, both interviews and questionnaires were employed as data gathering methods.

RESULTS AND DISCUSSION

Result

Multiple linear regression analysis

Multiple linear regression analysis is used to quantify the impact of the independent variables—leadership, gender, work motivation, and work stress—on the dependent variables of employee performance. The following results were obtained after data processing with the SPSS 26 program:

Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolerance	VIF
1 (Constant)	8.511	1.941		4.384	.000		
X1	-.024	.151	-.020	-.161	.873	.740	1.351
X2	.031	.085	.053	.358	.721	.491	2.037
X3	.002	.059	.005	.039	.969	.804	1.244
X4	.426	.098	.594	4.351	.000	.585	1.709

a. Dependent Variable: Y
 Source: Processed primary data, 2023

According to the table above, the following relationships between the variables in this study are represented by the linear regression equation:

$$Y = \alpha + X1 + X2 + X3 + X4$$

$$Y = \alpha 8.511 + X1 -0.024 + X2 0.031 + X3 0.002 + X4 0.426$$

It follows from the multiple linear regression equation above that:

1. The leadership regression coefficient (X1) has a value of -0.024, which is negative, indicating that employee performance would decline as leadership quality increases.
2. The gender regression coefficient (X2) has a positive value of 0.031, indicating that the employee's performance will rise as the gender improves.
3. The regression coefficient for work motivation (X3) has a value of 0.002, which indicates a positive correlation between work motivation and employee performance.
4. The work stress regression coefficient (X4) is 0.426 and has a positive value, indicating that the employee's performance will improve as work stress levels rise.

Test in Part (T test)

The t test is used to evaluate the importance of the relationship between variables X and Y. In other words, the t test essentially demonstrates the extent to which each independent variable contributes to the explanation of the dependent variables. Results from SPSS's output are as follows:

T Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	T		Tolerance	VIF
1 (Constant)	8.511	1.941		4.384	.000		
X1	-.024	.151	-.020	-.161	.873	.740	1.351
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X4	.426	.098	.594	4.351	.000	.585	1.709

a. Dependent Variable: Y
 Source: Processed primary data, 2023

The t test results are shown in the table above, and it can be deduced that:

1. Hypothesis Testing 1
According to the computation results, the determined t value is -0.161 with a significance level of $0.873 > 0.05$. As a result, leadership has little effect on worker performance.
2. The test of the second hypothesis
Based on the computation results, a t count of 0.358 with a significance of $0.721 > 0.05$ is produced. This proves that gender has no effect on employee performance.
3. Testing of the Third Hypothesis
Based on the computation findings, the value of t count is 0.039, with a significance of $0.969 > 0.05$. This illustrates that employee performance is unaffected by work incentive.
4. 4th Hypothesis Testing
According to the computation findings, the value of t count is 4.351 with a significance level of $0.000 < 0.05$. Work Stress has a positive and significant impact on employee performance, as evidenced by this study.

Determination Coefficient

The coefficient of determination test is used to determine the amount of effect that a variable has independently from the dependent variable. The following are the results of data analysis using the SPSS 26 program:

Determination Coefficient Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624 ^a	.390	.346	.85023

a. Predictors: (Constant), X4, X3, X1, X2

b. Dependent Variable: Y

Source: Processed primary data, 2023

According to the table above, the coefficient of determination test results got a value (Adjusted R Square) of 0.346 or 34.6%. It means that the independent variables (Leadership, Gender, Work Motivation, and Work Stress) have a 34.6% influence on the dependent variable (employee performance) in Kalianyar village's tile sector SMEs.

Discussion

Leadership's Impact on Employee Performance

Multiple linear regression analysis reveals that leadership yields a negative effect, implying that the better the leadership, the lower the staff performance. When the hypothesis is tested against the leadership variable, the result is a value that does not fit the criterion.

This case demonstrates that leadership has little impact on staff performance. It is well known that the leaders of the UMKM Tile Industry in Kalianyar Village were unable to handle difficulties, lacked high skill in developing and managing change in order to keep the organization afloat, and were closed to varied opinions of its employees.

Based on the findings of multiple linear regression analysis and the fact that both hypothesis tests yielded negative results, it is possible to conclude that leadership has no effect on employee performance.

Gender Influence on Employee Performance

Multiple linear regression research reveals that gender produces positive results, implying that the better the gender, the better the employee's performance. Testing the hypothesis on the gender variable yields numbers that do not fit the criterion. This demonstrates that gender has no impact on employee performance.

Indicators of gender variables, namely behavior, roles, and emotional characteristics, have a significant impact on employee performance, indicating that good behavior and politeness will have a positive impact on

employee performance, but in testing the hypothesis or partial test of the gender variable does not meet the criteria, so the gender variable has no influence on the performance of employees in the tile industry SMEs in Kalianyar Village.

Based on the findings of hypothesis testing, it can be stated that gender has no effect on employee performance in SMEs in the Tile Industry in Kalianyar Village where the variable hypothesis gender does not match the criteria.

Employee Performance and Work Motivation

Multiple linear regression research reveals that work motivation yields positive results, implying that the better the gender, the better the employee's performance. The test results on work incentive variables give values that do not fulfill the criteria. This demonstrates that motivational work has little impact on employee performance.

The indicators of work motivation variables are motives, expectations, and incentives effect on employee performance, but the work motivation variable does not meet the criteria in hypothesis testing or partial testing, so the work motivation variable has no influence on the performance of employees in the tile industry SMEs in Kalianyar Village.

Based on the findings of hypothesis testing, it can be stated that work motivation has no effect on employee performance in the tile industry SMEs in Kalianyar Village, where the results of testing the variable hypothesis work motivation do not match the criterion.

The Impact of Workplace Stress on Employee Performance

Multiple linear regression analysis shows that work stress boosts good results, implying that job stress has a positive and significant effect on employee performance. The results of testing the hypothesis on the work stress variable yield a value that meets the criterion, indicating that work stress has a positive and significant effect on employee performance.

Task demands, interpersonal demands, and role demands all have a significant impact on employee performance. Interpersonal demand indicator received the highest score among other indicators of work stress variables, indicating that interpersonal demands are a pressure from employees while others serve as encouragement to improve each employee's performance, and thus it will have a positive and significant impact on employee performance.

Based on the outcomes of multiple linear regression analysis and hypothesis testing, where the outcomes of multiple linear regression analysis and hypothesis testing were favorable. As a result, it can be inferred that job stress has a favorable and considerable effect on employee performance in SMEs in the Kalianyar Village tile industry.

CONCLUSION

The conclusions of this study are classified into four categories, which are as follows:

1. The graph clearly shows that the variable (Leadership X1) has no effect on employee performance.
2. The variable (Gender X2) influences employee performance positively.
3. The variable (Work Motivation X3) positively affects employee performance.
4. The variable (Work Stress X4) positively affects employee performance.

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