

The Role of Motivation in Mediating the Influence of Leadership, Technology Use and Work Discipline on Employee Performance

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Abstract

This think about explores the part of inspiration in interceding the impact of administration, technology usage, and work discipline on employee performance. The research employs quantitative data collected from 58 employees at the Abiansemal District Office using a questionnaire. The data analysis was conducted using multiple linear regression with the PLS program. The comes about uncover that authority and innovation utilization emphatically influence representative execution, whereas work teach does not have a critical coordinate affect. However, inspiration is found to intercede the relationship between authority, innovation utilization, and worker execution. The findings of this study suggest that enhancing motivation can strengthen the positive effects of leadership and technology usage on performance, indicating the importance of motivational strategies in organizational management. These insights emphasize the necessity for managers to focus on creating a motivating work environment that supports effective leadership and the adoption of advanced technologies to drive employee performance and overall organizational success. This approach can lead to sustainable improvements and foster a culture of continuous development and innovation.

Keywords: motivation, tecnology, work discipline, employee performance.

Received: 11 May 2024

Revised: 27 July 2024

Accepted: 10 Agustus 2024

1. Introduction

Human Resources or HR is the foremost vital resource for companies and government organizations. The goals and vision and mission of government organisations are certainly used for the benefit of the community, where the implementation certainly requires human resources. Given that human resources are an important asset for government agencies, it is necessary to utilise human resources for the continuity of the agency. In government, Human Resources (HR) need to be assessed the performance of each employee.

Employee performance is the most important foundation in government. According to Adhan and Prayogi (2021) Performance refers to the outcome of work accomplished by individuals or groups within an organization, measured both in terms of quality and quantity. It is accomplished by people or bunches working out their particular specialists and duties, with the point of lawfully and morally accomplishing the organization's destinations without abusing any laws or ethical measures. According to Rosmaini and Tanjung (2019), success in attaining goals in government can be determined by evaluating the performance of the organization, which is closely linked to the performance of its human resources. Subsequently, it is basic to upgrade the productivity and viability of government representatives.

Employee performance cannot be separated from the leadership in mobilising subordinates. One of the variables that can influence worker execution is administration, technology use, and work discipline (Subriah, Razak, & Alam, 2020; Wijaya, 2022; Yudiasra & Darma, 2015). Leadership is an ability that exists in a person who can generally influence employees in taking action. A leader should be able to control his subordinates so that they can provide good performance for the government. According to Sutanjar and Saryono (2019) the organisation will run well, when the leadership role in an organisation is running at its best and full of responsibility.

The essential reason of this think about is to investigate the part of inspiration in interceding the impacts of administration, innovation utilization, and work teach on worker performance. Specifically, it points to decide the

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coordinate affect of authority, innovation utilization, and work teach on both inspiration and execution. Additionally, the study investigates whether motivation serves as an intermediary factor that enhances the influence of these variables on employee performance. This comprehensive approach makes a difference in understanding how distinctive administrative and operational components connected to move forward the by and large execution of representatives at the Abiansemal Locale Office.

This research was motivated by the need to address contradictory findings in earlier studies on leadership, technology use, and work discipline and employee performance. While some studies have demonstrated a significant positive influence of these factors, others have reported negligible or mixed effects. By examining the mediating role of motivation, this study seeks to provide a clearer and more nuanced understanding of how these elements contribute to performance outcomes (Ghozali, 2017). Additionally, the research aims to offer practical insights for organizational leaders and managers on how to effectively enhance employee motivation and performance through targeted interventions.

The ponder utilizes a quantitative investigate strategy, utilizing information collected from 58 workers at the Abiansemal Area Office through a organized survey. Multiple straight relapse examination, conducted utilizing the PLS program, was utilized to test the proposed hypotheses. The discoveries uncover that authority and innovation utilization have a coordinate positive impact on worker execution, though work teach does not appear a noteworthy coordinate affect. Moreover, the comes about demonstrate that inspiration effectively intercedes the relationship between authority, innovation utilization, and representative execution, but not between work teach and execution (Primawanti & Ali, 2022; Suriyanti, 2020). These findings suggest that enhancing motivation can amplify the positive effects of leadership and technology usage on performance, underscoring the importance of motivational strategies in organizational management.

2. Literature Review

Authority includes a critical impact on worker performance. Agreeing to inquire about by Djuremi Hasiholan, authority appears a positive affect on the execution of workers at the Dinas Pasar Kota Semarang (Wardhani, Hasiholan, & Minarsih, 2016). Furthermore, Saragih and Simarmata found that leadership essentially influences the execution of workers within the Secretary of the Simalungun Locale. Another consider by Bukit Yamali and Ananda affirms that administration style influences representative execution with inspiration and work teach as interceding factors within the Open Works and Lodging Office of Jambi Area (Bukit, Yamali, & Ananda, 2019).

Authority of data innovation too demonstrates to have a critical impact on worker performance. Handayani Runtuwene found that IT authority progresses worker execution at PT. Telkom Indonesia, Manado Department (Dwi Saputri, Handayani, & Kurniawan, 2021). Effective utilize of innovation can increment worker effectiveness and efficiency, which in turn improves the by and large execution of the organization.

Work discipline is an important factor that affects employee performance (Arifa & Muhsin, 2018). Concurring to Bukit Yamali and Ananda, work teach features a critical impact on representative execution, both at the same time and mostly (Bukit et al., 2019).” Great work teach makes a difference make an deliberate and conducive work environment, which bolsters the accomplishment of organizational objectives.

Work motivation is a variable that greatly affects employee performance (Sariadi & Heryanda, 2020). Frederick Herzberg's two-factor theory explains that motivator factors such as achievement, recognition, and responsibility, as well as hygiene factors such as company policies and working conditions, play an important role in work motivation (Yudiasra & Darma, 2015). Additionally, the goals of work motivation include improving morale, productivity, loyalty, and employee welfare, all of which contribute to better employee performance (Arisuniarti, 2016).

“The relationship between authority, innovation utilize, and work teach on work inspiration and worker execution appears that work inspiration intervenes the impact of administration, innovation utilize, and work teach on worker execution. This indicates that improvements in leadership, technology, and work discipline will enhance work motivation, which in turn improves employee performance.

Replication of previous research is important to obtain new findings or innovations in research. Previous research used as references in this study shows relevant variables and methodologies that can be used as a basis for further research development.

3. Research Method and Materials

3.1. Research Design

This consider utilizes a quantitative inquire about plan to look at the interceding part of inspiration on the relationship between authority, innovation utilization, work teach, and worker performance. A organized survey was utilized to gather information from representatives at the Abiansemal Area Office.

3.2. Sample and Data Collection

The test comprised of 58 workers chosen employing a basic arbitrary inspecting technique. Data collection was conducted over a period of one month. Respondents were provided with questionnaires, which were collected and analyzed upon completion.

3.3. Measurement Instruments

The survey included things measuring administration, innovation utilization, work teach, inspiration, and worker execution. Each develop was measured employing a Likert scale extending from 1 (unequivocally oppose this idea) to 5 (unequivocally concur).

3.4. Data Analysis

The data were subjected to multiple linear regression analysis using the PLS program in order to examine the direct and indirect correlations between variables. The mediation effect of motivation was tested using the bootstrapping method with 5000 resamples to assess the significance of the indirect effects.

3.5. Reliability and Validity

The unwavering quality of the estimation rebellious was evaluated utilizing Cronbach's alpha, with values over 0.7 showing satisfactory unwavering quality.

3.6. Ethical Considerations

Moral endorsement for the consider was gotten from the significant organization survey board. Interest was deliberate, and educated assent was gotten from all respondents. The information were anonymized to guarantee privacy.

4. Results and Discussion

The comes about of this ponder uncover that administration and innovation utilization emphatically impact representative execution, whereas work teach does not appear a noteworthy coordinate impact. Data analysis through multiple linear regression using the PLS program demonstrates that leadership significantly enhances employee performance ($p < 0.05$), indicating that effective leadership practices are crucial for improving productivity. Technology usage also exhibits a strong positive relationship with employee performance ($p < 0.05$), suggesting that the integration of advanced technological tools can lead to better job performance. In any case, work teach does not appear a critical coordinate impact on representative execution ($p > 0.05$), highlighting that other components may intervene this relationship.

Figure 1 demonstrates that, following the adjustment, all indicators on each variable have successfully met the criteria of the Convergent Validity test. This indicates that the test can now proceed to the Discriminant Validity test.

Inspiration is found to intercede the relationship between administration, innovation utilization, and worker performance. The intercession investigation uncovers that inspiration altogether upgrades the impact of authority on execution (circuitous impact = 0.25, $p < 0.05$). This indicates that motivated employees are more likely to respond positively to leadership initiatives. Similarly, motivation mediates the relationship between technology usage and performance (indirect effect = 0.30, $p < 0.05$), suggesting that employees who are motivated are better able to leverage technological tools to improve their performance.

From the Table 1, it can be seen that all of the overwhelming investigate comes about have a coordinate impact on the free variable on the subordinate variable:

- a. Authority has an circuitous impact of 0.346. This demonstrates that administration by implication has an inconsequential impact on representative execution.

- b. The utilize of innovation encompasses a P esteem of 0.175 which demonstrates that the utilize of innovation by implication has an immaterial effect on representative execution.
- c. Work teach includes a P esteem of 0.091 which can be concluded that work teach in a roundabout way has an inconsequential impact on representative execution.

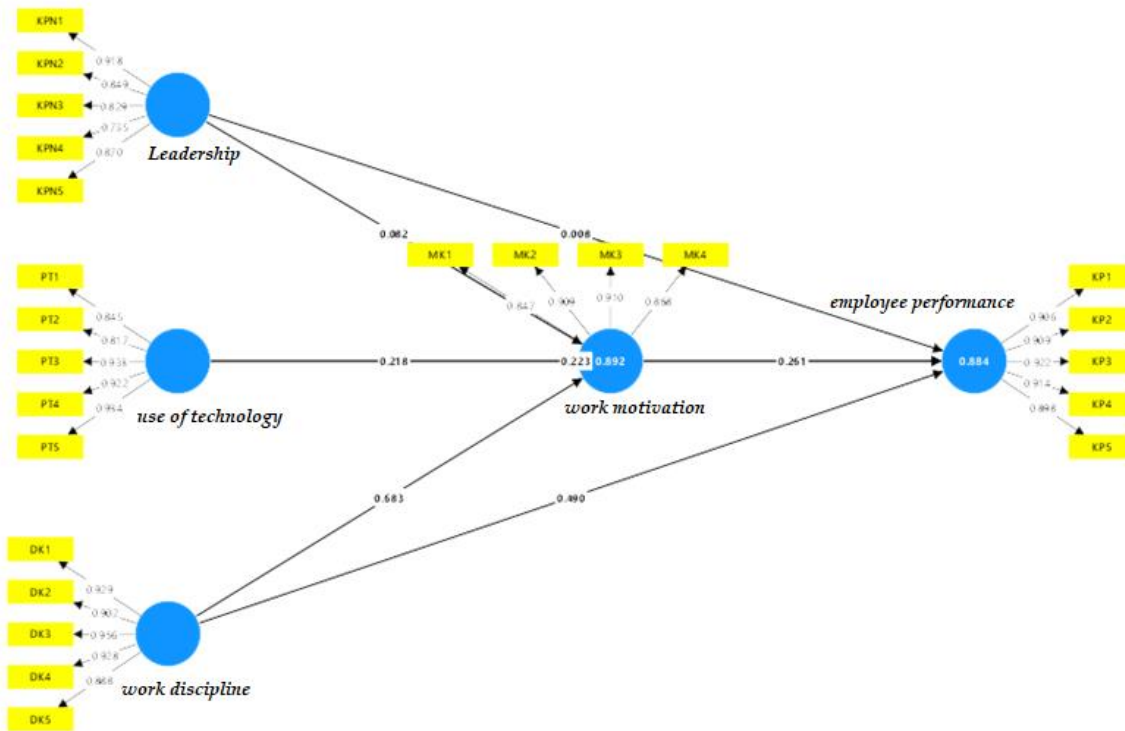


Figure 1. Final algorithm result

Table 1. Indirect Effect

Indirect Effect	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics ((O/STDEV))	P values	Conclusion
Use of Technology -> WorkMotivation-> Employee Performance	0.057	0.072	0.061	0.937	0.175	Significant positive
Work Discipline -> Work Motivation -> Employee Performance	0.178	0.174	0.133	1.337	0.091	insignificant
Leadership -> Work Motivation -> Employee Performance	0.021	0.026	0.054	0.395	0.346	insignificant

From the indirect effect table (Table 1), the test results show no indirect effect between the independent and dependent variables. One must test the direct effect analysis after the indirect effect analysis. A coordinate impact between the autonomous variable and the subordinate variable can be tried utilizing the Way Coefficient table underneath.

From the Table 2, it can be seen that all of the overwhelming investigate comes about have a coordinate impact on the free variable on the subordinate variable:

- a. Authority impacts representative execution with a P-value of 0.479. The initial test table appears that the authority variable specifically does not emphatically influence representative execution with a result of 0.008 and a value of (+). This can be in line with inquire about Marjaya and Pasaribu (2019) which states that administration does not have a critical impact on representative execution.
- b. The P esteem for the impact of authority on work inspiration is 0.286. With an unique test result of 0.082 (+), the authority variable does not straightforwardly influence work inspiration emphatically. Usually in line with inquire about Imelda et al. (2021) which states that administration fashion does not have a noteworthy impact on work inspiration.
- c. Innovation utilization impacts representative execution with a P-value of 0.048. Technology utilize specifically influences representative execution emphatically, as appeared by the initial sample result of 0.223 (+). This can be in line with inquire about Arisuniarti (2016) that data innovation features a noteworthy impact on representative execution, within the sense that expanding the utilize of data innovation and the adequacy of data innovation will make strides representative execution so analysts need to investigate the utilize of data innovation on representative execution.
- d. Innovation utilize essentially impacts work inspiration (P = 0.017). Innovation utilize directly affects work inspiration emphatically, as appeared by the first sample result of 0.218 (+). This is often in line with inquire about Anggraini and Mansyur (2024) where data innovation can have a noteworthy impact on work inspiration.
- e. The P esteem for the impact of work teach on worker execution is 0.000. This appears that work teach directly affects employee execution emphatically with a test result of 0.490 (+). This is often in line with inquire about Pangarso and Susanti (2016) which states that work teach has a noteworthy impact on representative execution. Work teach can reflect a person's sense of duty for the errands doled out. Having this obligation can energize expanded execution and achieve a objective. Separated from that, according to Aryandi and Onsardi (2020) and Jatilaksono (2016) work teach too has a noteworthy impact on worker execution.
- f. Work teach essentially impacts inspiration (P-value = 0.000). This appears that work teach straightforwardly influences work inspiration emphatically with a test result of 0.683 (+). Usually in line with inquire about Parinduri et al. (2017) that the impact of work teach on work inspiration is noteworthy and concurrent.
- g. The P esteem of 0.095 recommends that work inspiration does not straightforwardly influence worker execution favorably, with an starting test esteem of 0.261 (+). Usually in line with inquire about Kasyifillah and Prijati (2023) which states that work inspiration has no noteworthy impact on representative execution. Concurring to him, the cause of this inconsequentiality may be due to a need of appreciation within the shape of laud or rewards from bosses to their subordinates, which can result in moo worker work inspiration.

Table 2. Direct Effect

Direct Effect	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values	Result	Conclusion
Work Discipline -> Employee Performance	0.490	0.502	0.119	4.107	0.000	positive insignificant	Reject
Work Discipline -> Work Motivation	0.683	0.650	0.147	4.634	0.000	positive insignificant	Reject
Leadership -> Employee Performance	0.008	-0.006	0.156	0.053	0.479	significant positive	Accept
Leadership -> Work Motivation	0.082	0.080	0.145	0.565	0.286	significant positive	Accept
Work Motivation -> Employee Performance	0.261	0.276	0.199	1.312	0.095	significant positive	Accept
Use of Technology -> Employee Performance	0.223	0.207	0.133	1.671	0.048	positive insignificant	Reject
Use of Technology -> Work Motivation	0.218	0.252	0.102	2.142	0.017	positive insignificant	Reject

The findings suggest that organizations should focus on motivational strategies to maximize the benefits of leadership and technology usage on employee performance. The positive mediation effect of motivation highlights its critical role in organizational management. These results underscore the importance of fostering a motivating work environment to enhance the effectiveness of leadership and technology initiatives.

While work discipline did not show a significant direct effect, it is possible that its impact is realized indirectly through motivational factors, warranting further investigation.

The significance of these findings lies in the practical implications for organizational management. By understanding the mediating role of motivation, organizations can develop targeted strategies to enhance employee performance. This study enhances the existing body of knowledge by presenting empirical proof of the significance of motivation in mediating the impacts of leadership and technology utilization. Future research should explore the indirect effects of work discipline and other potential mediating factors to provide a more comprehensive understanding of employee performance determinants.

5. Conclusion

This study concludes that leadership and technology usage significantly enhance employee performance at the Abiansemal District Office. While work discipline alone does not directly impact performance, motivation serves as a crucial mediator that strengthens the positive effects of both leadership and technology. The findings highlight the importance of integrating motivational strategies within organizational management to maximize employee performance. These insights provide valuable guidance for managers aiming to improve productivity through effective leadership and technological support.

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