The Effect Of Leadership And Satisfaction On Employee Engagement In Catering Asy'uro Mojokerto

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Abstract*.*
This study aims to determine the effect of leadership on job involvement and the effect of satisfaction on job involvement and also the influence of leadership on employee satisfaction at Catering Asy'uro Mojokerto. This research is associative and the data collection technique uses primary data in the form of questionnaires distributed to all employees who work in the company with a population of 30 and the sampling technique uses saturated sampling. The results showed that leadership has a positive and significant influence on employee job involvement and employee satisfaction.

Keywords *: Leadership, Job Satisfaction, job involvement*

I. INTRODUCTION

In today's human civilization, all aspects of life cannot be separated from organization, because by nature humans are social creatures who tend to always live in society. This looks good in domestic life, community organizations, especially when someone enters the world of work. This person will interact, and become part of the organization where he works. The organization is a social unit that is deliberately managed, consisting of two people *Journal "Acta Diurna" Volume III. No.4. Year 2014* or later, which function on a relatively continuous basis to achieve a common goal or set of goals (Robbins, 2006).In achieving organizational goals, every organization needs resources to achieve them. These resources include natural resources, financial resources, scientific and technological resources, and human resources. Among these resources, the most important resource is human resources. Human resources are the most important organizational assets, and make other organizational resources work (Simamora, 2006).Thus, without human resources other resources will be idle and less useful in achieving organizational goals. To achieve organizational goals, of course, employees are required to maximize their performance. Employee performance is an important thing for the organization to pay attention to, because it can affect the achievement of organizational goals and progress in a global competition that often changes. Widodo (2006:78) suggests that performance is carrying out an activity and perfecting it in accordance with its responsibilities with results as expected. Good performance can be seen from the results obtained, in accordance with organizational standards.

Leadership is to guide, guide, guide, build, motivate work, drive the organization, establish a good communication network, provide efficient supervision and bring followers to the desired target according to the provisions of the time and plan that have been set. *Kartini Kartono (Thoha, 2010)* Job satisfaction is the general attitude of an individual towards his job, a person with a high level of job satisfaction shows a positive attitude towards the job, a person who is dissatisfied with his job shows a negative attitude towards the job. *(Robbins, 2001).*Employee engagement is critical to the company's long-term growth and increasing profitability in an increasingly competitive industry.There are negative factors that can reduce employee performance, including the decreased desire of employees to achieve work performance, lack of punctuality in completing work so that they do not obey the rules, influences that come from their environment, coworkers who also decrease their enthusiasm and there are no examples to follow. used as a reference in achieving good work performance. In this case, the role of a leader becomes the caretaker in building the spirit of his subordinates to work to achieve company goals. All of these are some of the reasons for the decline in employee performance at work. A leader must apply a leadership style to manage his subordinates, because a leader will greatly affect the success of the organization in achieving its goals. Leadership style is the behavior or method chosen and used by leaders in influencing the thoughts, feelings, attitudes and

behavior of members of their subordinate organizations (Nawawi, 2003: 115).By looking at and paying attention to the descriptions above, and based on the experience of internship at Catering Asy'uro Mojokerto and taking the title: **" EFFECT OF LEADERSHIP AND SATISFACTION**

ON EMPLOYEE ENGAGEMENT AT CATERING ASY'URO MOJOKERTO "

THINKING SHELTER and RESEARCH HYPOTHESES

According to Sugiyono (2012: 89) The framework of thinking is a synthesis of the relationship between variables compiled from various theories that have been described. Variables are divided into two, namely Leadership or independent variable (X) and the dependent variable or dependent variable (Y). Independent variables or independent variables are variables that affect or are the cause of changes or the emergence of the dependent variable (the dependent variable). While the dependent variable or dependent variable is a variable that is influenced or becomes a result because of the independent variable (Sugiyono, 2012: 59). In this study, the independent variables are Leadership (X1) and Satisfaction (X2) , while the dependent variable is work involvement (Y).
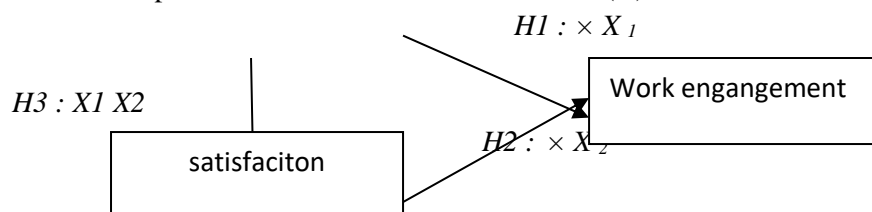

Fig 1. Relationship between Variables

Information :

H1 $: \times X_1$: There is an influence of leadership on work engagement

H2 $: \times X_2$: There is an effect of satisfaction on job involvement

H3 $: X1\ X2$: There is an influence of leadership on satisfaction

II.   METHODS

The research was carried out in Sumbergirang Village, Sumbertempur Hamlet, RT/05 RW/02, Puri District, Mojoketo Regency. The research was taken at Cetering Asy'uro by taking 30 respondents. For data collection methods using interviews or interviews as well as observations (observations) in their field of work and do documentation. In conducting research in catering asy'uro using primary and secondary data. This study uses a Likert scale, the variables to be measured are translated into indicator variables. Then the indicator is used as a benchmark for compiling instrument items which can be in the form of questions or statements.

OPERATING RESEARCH VARIABLES

Operational variables are a description of the concepts and indicators for each research variable. This study consists of 3 (three) variables to be studied, namely: leadership style (X1) and satisfaction (X2) as the independent variable and work involvement (Y) as the dependent variable.

Results and data processing:

No.	Gender	Age	last education	Employee status
1.	man	21-30	SMA/SMK	Driver
2.	Woman	31-45	SMA/SMK	Cook

Research result

Characteristics of Respondents

A. By age

Respondents aged over 21 years were 10 people (33.33%), respondents aged 20-29 years were 8 people (26.67%), respondents aged over 31 years were 6 people (20%) and respondents aged over 40 year as many as 6 people (20%).

B. By Gender

There were 15 male respondents (50%) and 15 female respondents (50).

C. By Job

Respondents with jobs as employees as many as 30 people (100%).

Description of Respondents' Answers

Leadership

The average leadership score is 4.15 in the interval 4.1 – 5.00 with a **very good interpretation** . And this is evidenced by the employee's answer from the highest score of 4.4, there is still a low score of 3.57.

Job satisfaction

The average job satisfaction score of 3.84 is included in the interval from 3.1 to 4.0 with good inter-achievement . From the results of the answers, the highest score is 4.53 and there is also a low score of 3.27.

Performance Variables (Work Involvement)

The average performance score is 4.24 in the interval 4.1 – 5.0 with **very good inter-achievement.** And this is evidenced by the employee's answer of the highest score of 4, and there is also the lowest score of 3.8.

III.   RESULTS AND DISCUSSION

Table 1. Validity Test

ITEMS	GIS	DESCRIPTION	ITEMS	GIS	DESCRIPTION	ITEMS	GIS	DESCRIPTION
X1.1	0.721	Valid	X2.1	0.760	Valid	Y.1	0.447	Valid
X1.2	0.803	Valid	X2.2	0.887	Valid	Y.2	0.755	Valid
X1.3	0.753	Valid	X2.3	0.886	Valid	Y.3	0.761	Valid
X1.4	0.673	Valid	X2.4	0.930	Valid	Y.4	0.755	Valid
X1.5	0.894	Valid	X2.5	0.614	Valid	Y.5	0.628	Valid
X1.6	0.780	Valid	X2.6	0.941	Valid	Y.6	0.374	Valid
X1.7	0.915	Valid	X2.7	0.945	Valid	Y.7	0.447	Valid
X1.8	0.932	Valid	X2.8	0.852	Valid	Y.8	0.538	Valid
X1.9	0.932	Valid	X2.9	0.394	Valid	Y.9	0.749	Valid
X1.10	0.780	Valid	X2.10	0.653	Valid	Y.10	0.393	Valid

In the validity test, to determine whether an item is valid or not, you can use the help of the Pearson product moment (r) table, with the following formula df = n-2.From the formula it is known that the value of r table is 0.361. From the results of the validity test shown in the table above, r count of all items tested is greater than r table, so it can be stated that all data tested are valid and suitable for use in research.

Table 2. Reliability Test

VARIABLE	Alpha CRONBACH	DESCRIPTION
LEADERSHIP STYLE	**0.946**	**RELIABLE**
SATISFACTION	**0.915**	**RELIABLE**
PERFORMANCE	**0.791**	**RELIABLE**

According to Ghozali (2018), it shows that Cronbach's Alpha is acceptable if > 0.7. The closer Cronbach's alpha is to 1, the higher the internal consistent reliability. A questionnaire is considered suitable for use in research if the Cronbach alpha value is more than 0.7.In the reliability test results in the table above, all the variables tested get a Cronbach alpha value of more than 0.7, which means that the items and variables used in this study are reliable and deserve to be used further.

Classic assumption test

Normality test

According to Ghozali (**2018**), **the normality test** aims to test whether in **the** regression model, the confounding or residual variables have a normal distribution.In the normality test, a data is said to be normal if the significance value is more than 0.05, otherwise if the significance value is less than 0.05, it can be said that the data is not normally distributed.From the results of the normality test using the one sample kormogolov smirnov method, the sig value is 0.176, the value is greater than 0.05, so it can be said that the data is normally distributed.

Multicollinearity Test

According to Ghozali (2018), states that the multi-colonerity test aims to test whether the regression model finds a correlation between the independent (independent) variables. A good regression model should

not have a correlation between the independent variables.To determine the presence or absence of multicollinearity symptoms in the data, you can use the VIF (*Variance Inflation Factor*) value. Multicollinearity occurs if the VIF value is more than 10.In the multicollinearity test results in the table above, the VIF values of the two independent variables are each below 10. It can be concluded that the data are free from multicollinearity symptoms.

Hesterosdaskisitas Test

According to Ghozali (2018) the heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals of another observation. There is no heteroscedasticity if the significance value is > 0.05. On the other hand, heteroscedasticity occurs if the significance value is <0.05.In the results of the hesterosdaskisity test shown in the table above, the leadership style variable has a sig value of 0.430 and the satisfaction variable has a sig value of 0.483, both variables have a sig value greater than 0.05, so it can be concluded that there are no symptoms of hesterosdascysity.

Table 3. Multiple Linear Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	.520	.464		1.121	.272
	LEADERSHIP_STYLE	.242	.102	.286	2,387	.024
	JOB SATISFACTION	.679	.120	.680	5.664	.000

a. Dependent Variable: PERFORMANCE

In the results of the multiple regression test in the table above, it is known that the value of a (constant) is 1.520, the value of b1 is 0.242, the value of b2 is 0.679 and the following multiple regression equation can be obtained:

Y = 1.520+0.242X $_1$ +0.679X $_2$

Judging from the above equation, it can be explained as follows:

1. Based on the multiple linear regression equation above, it is known that the constant value is 1.520
2. The leadership style variable has a coefficient value of 0.242, meaning that if the value of the product variable increases by 1 point and the others remain constant. So it can be predicted that the value of the price variable will increase by 0.242.

Hypothesis testing

Table 4. T TEST

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.520	.464		1.121	.272
	LEADERSHIP_STYLE	.242	.102	.286	2,387	.024
	JOB SATISFACTION	.679	.120	.680	5.664	.000

1. The Influence of Leadership Style on Work Engagement
    Based on the partial calculation of the influence of leadership style on work involvement, the regression coefficient (b1) is 0.242. At the 5% significance level, the t count is 2,387 with a significance value of 0.024. The resulting significance value is less than 0.05, it can be said that the leadership style variable has a partial effect on job involvement.
2. Effect of Satisfaction on Job Engagement
    Based on the partial calculation of the effect of job satisfaction on job involvement, the regression coefficient (b1) is 0.679. At the 5% significance level, the t-count is 5.664 with a significance value of 0.000. . The resulting significance value is less than 0.05, so it can be said that the satisfaction variable has a partial effect on job involvement.

Table 5. F. test

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.312	2	0.656	23,080	.000 [b]
	Residual	0.767	27	0.028		
	Total	2,079	29			

Based on the results of data analysis simultaneously the influence of leadership style and satisfaction on job involvement (performance), at a significance level of 5% obtained F count 23,080 with a significance F of 0.000. The resulting F significance value is less than 0.05, so it can be concluded that simultaneously leadership style and satisfaction have a significant influence on job involvement (performance).

Table 8. Coefficient of Determination Test

Model Summary [b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794 [a]	0.631	0.604	0.16859

The coefficient of determination is used to show how large the percentage of independent variables (leadership style and satisfaction) together explain the variance of the dependent variable (work involvement (performance)). The result of multiple linear regression test shows the coefficient of determination (R^2) is 0.631 or 63.1%.In this case the variables of leadership style and satisfaction can affect the work involvement variable (performance) by 63.1%.

IV. CONCLUSION AND SUGGESTION

Based on the results of the data analysis above, the conclusions that can be drawn in this study are:

A. Leadership has a positive and significant influence on work involvement (performance) can be seen from the significance value of $0.024 > 0.05$, this can be interpreted that the leadership variable has a positive role in influencing work involvement at Catering Asy'uro Mojokerto.

B. Satisfaction has a positive and significant influence on job involvement (performance) can be seen from the significance value of $0.000 > 0.05$, this can be interpreted that the satisfaction variable has a positive role in influencing work involvement at Catering Asy'uro Mojokerto.

SUGGESTION

The following are suggestions that are expected to be useful for the company and can be used as consideration in making improvements:

A. Leaders should explain in detail or clearly the applicable regulations and the goals and objectives to be achieved. To achieve the company's goals and objectives, the leadership should be more assertive in applying regulations to employees.

B. Leaders should apply a varied pattern of leadership styles so that they can further increase the enthusiasm and enthusiasm of the performance of Catering Asy'uro Mojokerto employees.

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