The Influence Of Leadership And Performance On The Motivation Of Participants Education And Training

by Yusnidar Yusuf

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Yusnidar Yusuf

Muhammadiyah University of Prof. DR. HAMKA

yusnidar_yusuf@yahoo.co.id

Abstract: Participants education and training at Human Resource Development Centre of Transport Apparatus became the object of research to take the extent of the condition of leadership and performance effect on there work unit participants education and training and by SPSS through linear regression analysis showed that: Partially t-test results showed that the leadership (X_1) had a strong and significant influence on employee performance (Y), for t > t_{table} was 4.829 > 1.96. Similarly, the X_2 form of motivation showed t_{count} > t_{table} was 6.639 > 1.96. The independent variable X_1 (Leadership) and X_2 (performance) simultaneously tested by F test strong and significant influence on the dependent variable Y (Performance Officer), since F_{count} > F_{table} (614.059 > 3.07). The resulted of regression equation Y = 2.254 + 0.411 X1 + 0.541 X2. The diversity of variable Y was influenced by the diversity of variables X_1 and X_2 for the remaining 91.7% 8.3% influenced by other factors. This was due to factors leadership and performance indispensable and always needed to obtain an increase motivation of participants education and training.

Keywords: Leadership, Performance, Motivation

INTRODUCTION

The work unit The Ministry of Transportation is an element of government as policy makers in the transport sector which in practice can not be separated on performance goals Ministry of Transportation conducted through three stages: (1) Identification of 27 (twenty seven) Key Performance Indicators (KPI) of the thirteen (13) Goals; (2) Measuring the gains of each KPI (in percentage) through a comparison of the realization of the target; and (3) the gains of each KPI is calculated based on the achievement of the performance of each group of activities to achieve the targets that have been set. Correspondingly, the work program has been poured into the Strategic Plan of the Ministry of Transportation including the Strategic Plan 2015-2019. Ministry of Transportation Strategic Plan 2015-2019 period is the third segment of a five-year Long-Term Plan of Transportation (RPJP), so expect the period 2015-2019 Strategic Plan of the Ministry of Transportation will facilitate economic growth throughout the region, especially to improve competitiveness as cost reduction efforts logisti. (Strategic MoT: 2005-2025).

In order to support these policies, the necessary human resources are formidable. Human resources in this case is the State Civil Apparatus (ASN) which is an integral part in the

management of the Indonesian government. To that have passed Law on Civil State Apparatus No. 5 of 2014 in the article shall include the type of status and position of the State Civil Apparatus (Law No. 5 of 2014: Chapter III).[1] Correspondingly, in order to support national development, so as to support the national defense strong and realization archipelago insight nationals, it is necessary to unite the archipelago including through the reliability of the national transportation system, namely the sectors of Transportation (land, rail, sea and air) has a role dimension less very vital and strategic for national development, given its nature as a driver and the driver of the various aspects of community activities and the smooth wheels of government. To that end, the government's policy in the management of the transportation plays an important role related to the fulfillment of the public transport services. Therefore, the performance demanded fulfillment of transport services providers and managers of transportation services, the Human Resources (HR) professional quality.

To achieve qualified human resources in the Ministry of Transportation, the required human resource development are sustainable. The development is intended to do through education and training to improve the competence and ethical professionalism. In relation has been designated by Government Regulation No. 51 of the Human Resources in the Field of Transport which includes the Education and Training in the Field of Transport, hereinafter called the Training and Transport is organizing teaching and training in order to improve the knowledge, expertise, skills, and attitude formation behavior source human resources needed in the management of transportation. Human Resource Development Centre of Transport Apparatus organizational unit is part of Human Resources Development Agency of Transportation, the Ministry of Transportation. Transportation Development Centre Apparatuses have the task and delivery functions of Administrative Training in the Ministry of Transportation (PM. 189 of 2015).[2]

But in terms of the process of education and training of personnel can not be separated from the problem of motivation is influenced and performance and there is a relationship influence the leadership and motivation of human resources to run the organization, as well as statements Hadari Nawawi (1998:42) that humans require organization and vice versa organizations require human, which is the driving force, without human organization will not work. To that end, the need to reform management leadership and motivation are able to contribute to improving the competence of the ASN in the Ministry of Transportation. With the change in leadership management and motivation will be the realization of the integration in improving the ability of the Ministry of Transportation Apparatus that support the tasks and functions of the unit organizations participating in education and training in an effective, efficient, transparent and accountable, professional, productive and accountable[3].

Increased motivation must also be coupled with the professionalism of leadership and performance. For leadership serves as directing the activities of the work undertaken by program staff executing tasks. Through the leadership of the weight, then the employees/staff can

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[1] *Undang-Undang Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara*

[2] *Peraturan Menteri Perhubungan Nomor PM.189 Tahun 2015 Tentang Organisasi dan Tata Kerja Kementerian Perhubungan*

[3] Muh Barid Nizaruddin Wajdi, "Arabic Learning Skill," *AT-Tahdzib: Jurnal Studi Islam dan Muamalah* 3, no. 2 (2016): 32–47.

improve performance, as well as employee/staff must have the motivation that is able to mobilize all the potential ability to increase the duties and responsibilities in improving organizational performance through competency development in education and training at the Center for Resource Development human Apparatus of Transportation. As the development of quality human resources, that will manage the agency well too. Management here is the management of all fields of work, including the care and planning. How to improve and develop human resources with education/training, either through on-the-job and off the job training[4].

Noting the above description, to know how to influence the leadership and performance of the motivation of education and training at the Transportation Development Centre Apparatuses, it is necessary to study.

RESEARCH PROBLEM

In any implementation of research generally depart from problems that require discussion or resolution. According to Nasution (1995)[5], "the problem is the formulation of some of the questions thrown to be solved or a settlement that is vague, brief, including concepts used." Essentially, the problem is the gap between expectation and reality. The main problem is the research has not increased motivation of participants in education and training as expected. It is influenced by various factors such as education and training, leadership, performance, ability, experience, organizational climate, other means of support.

Based on the identification of the above problems, the author limited to three (3) variables with a focus on leadership and performance of the independent variables and the dependent variable motivation of education and training in Human Resource Development Centre of Transport Apparatus at The Ministry of Transportation.

Based on the identification of the above problems, the problem in this research were formulated as follows:

1. How much influence leadership training on employee performance in education and training participants in the Human Resource Development Centre of Transport Apparatus?
2. How much influence the performance of the motivation on education and training participants in the Human Resource Development Centre of Transport Apparatus?
3. How much influence leadership training and performance of the motivation of education and training in Human Resource Development Centre of Transport Apparatus?

This research was conducted for the purpose of preparing the Scientific Writing as requirements for the implementation tasks trainer key element in professional development environment of traninerin Human Resource Development Centre of Transport Apparatus. The purpose of this research were to:

1. Knowing, understanding and analyzing the influence of leadership on the performance of education and training participants.
2. Knowing, understanding and analyzing the effect of the performance of the motivation of

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[4] Muh. Barid Nizarudin Wajdi, " المناهج التعليمية للغة العربية في تطوير المفردات لغير الناطقين بها ", *At-Tajdid: Jurnal Ilmu Tarbiyah; Vol 5 No 1 (2016): January 2016* (2016), http://ejurnal.stitmuhpacitan.ac.id/index.php/tajdid/article/view/15.
[5] Nasution, *Didaktik Azas-Azas Mengajar* (Jakarta: Bumi Aksara, 2000), 11.

education and training in education and training participants.

3. Knowing, understanding and analyzing the influence of leadership and motivation at a time or simultaneously on the performance of education and training participants.

LITERATURE REVIEW

Education and training according to Nasution (2000)[6] "Education is a process, technical and teaching and learning methods with the intention of transferring knowledge from one person to another according to predetermined standards." While Pont (1991:46) "The training is to develop people as individuals and encouraging them to become more confident and capable in life and work. According perspective Ahwood and Dimmoel (1999)[7] "Education is more theoretical in general knowledge, social and oriented to the needs of individuals, while training is a process of developing the skills of employees to do the work in progress and jobs in the future. "the use of the term education and training in an institution or organization is usually incorporated into training (education and training)[8].

Along with a couple of theories about the meaning of education and training mentioned above, the government establishes that the education and training of abbreviated training is the process of organizing learning in order to improve the ability of civil servants (PP. 101 of 2000).[9] In the implementation of Education and Training is divided into two (2) types of training namely Training Pre- and in position. Next, understanding government is inseparable from the notion of an organization or institution. According to Robbins (1995)[10] that the organization is the entity (entity) which coordinated social conscious, with a relatively identifiable boundary, which works on the basis of relatively continuously to achieve a common goal or group of destinations. According to Martani and Lubis (1987)[11] that the organization as well as an A System consists of elements that are interconnected, which requires the input, transforming the input being excluded output on operation environment as well as the organization.

Apart from that organization closely associated with leadership.and according to Hersey and Kenneth H. Blanchard (1977:84) that leadership can be defined as follows: "that leadership is the process of Influencing the activities of an individual or a group in the effort toward goal achievement in a given situation" or in other words that Leadership is the process of influencing the activities of a person or group in its efforts to achieve the objectives in a given situation.

Motivation is tied to leadership and according Martives (1988:154), namely: "motivation is the instrinsic inducement that peoples and individuals to thinks, feel, and perform incertain ways it is internalized an exclusive yet the most important determinant of work behavior." But according Hasibuan (1995:158), that the motivation as giving the driving force that creates the

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[6] Ibid., 71.

[7] M. Ahwood and S. Dimmoel, *Manajemen Personalia* (Bandung: ITB, 1999), 32.

[8] Devit Etika Sari and Muh Barid Nizarudin Wajdi, "The Effectiveness Of The Method of GI With Electronic Workbench Study To Improve Activities and Results Student," *Educatio : Journal of Education* 2, no. 1 (May 30, 2017): 136–150, accessed October 24, 2017, http://www.ejournal.staimnglawak.ac.id/index.php/educatio/article/view/22.

[9] *Peraturan Pemerintah Nomor 101 Tahun 2000 Tentang Pendidikan dan Pelatihan Pegawai Negeri Sipil.*

[10] P. Stephen Robbin, *Teori Organisai, Struktur Desain dan Aplikasi, Edisi Tiga* (Jakarta: Arcan, 1995), 97.

[11] Huseini Martani and Harri Lubis, *Teori Organisasi: Suatu Pendekatan Makro,* (Jakarta: PAU Ilmu-Ilmu Sosial-UI, 1987), 33.

excitement of one's work to get them to work effectively and integrated with all means.

Maslow (1980:131) classifies human needs in five types of needs which are briefly described as follows: physical needs, a sense of security/protected, social needs, esteem needs, and self-actualization needs. Motivation patterns as proposed by Mc. Chlelland are as follows:

1. Achievement Motivation, is a desire to overcome or defeat a challenge, for progress and growth.
2. Affiliation Motivation, is the impetus for relationships with others.
3. Competence Motivation, encouragement to be able to control the situation and the tendency to take risks in the destruction of the obstacles that occur.
4. Power Motivation, encouragement to be able to control the situation and the tendency to take risks in the destruction of the obstacles that occur. These properties are often carried out by people who are involved in politics. Power motivation this result is not too bad, if followed by the achievement, affiliation and motivation competence good.

For next, beside motivation, performance should know such as defined in the Indonesian Dictionary published by the Department of Education (1996:503) said that performance means: (1) is achieved, (2) achievement is concerned, (3) the ability to work. However, to know more needs to be an explanation of the performance. Maier, as cited by As'ad (1995:47), says that "the performance of a person's success in conducting a job". In line with this Lawler and Porter cited by As'ad (1995:47) argues that the performance is "Successful role achievement" that gain from his actions.

The framework for thinking in this research, as follow:

1. Employees as well as education and training participants should try to improve its performance. Therefore, the challenges faced by these organizations become more complex. For that leaders must streamline its leadership in order to direct the employees, so that they can improve motivation. Thus, leadership can affect motivation
2. As noted above, participant education and training should increase the motivation given the problems facing the increasingly complex work unit. This condition can be realized if education and training participants have the motivation to work. Say so, because through motivation then they can have the power to work effectively, and even improve the results. Thus, it can be said that the performance effect on employee motivation.
3. The Influence of Leadership and Performance on Motivation
   The charges against employees in accordance with the increase the complexity of the issues facing organizations is that they have to increase motivation. This can be realized if supported by leadership and employee performance. Say so, because it is through these two things, in addition to an employee can be directed to the working conditions are better, they also will have the ability and strength in carrying out their duties, and even improve the results. Thus, it can be said that the leadership and performance affect the increased employee motivation.
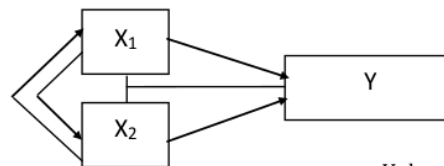
X_1 : Leadership

X_2 : Performance

Y   : Motivation

€ (epsilon)other factors beyond X_1 and X_2 affecting Y, but it's not investigated

PYX_1 : the simple correlation of X_1 to Y

PYX_2 : the simple correlation of X_2 to Y

PYX_1X_2 : the simple multiple of correlation in coincide of X_1 and X_2 to Y

Hypotheses

According to Good and Scates (Natsir, 1999:182) says that the hypothesis is an estimate or a reference to be sent home and accepted for a while that could explain the observed facts or conditions are observed and used as a guide for the next research steps. So in this study hypotheses can formulate :

1. Leadership Influence on Motivation
2. The influence of Performance on Motivation
3. Leadership and performance together to affect the motivation

RESEARCH METHOD

Design Research collection of quantitative data consist of primary data and secondary data and operational data is a variable which the independent variable. The first independent variable in this research was the leadership that the score obtained by measurement using a questionnaire that described the performance of employees at the agencies. The population in this research were all participants in the education and training of the Center Human Resources Development for Communications Apparatus.

There are two conditions that must be met in the sampling procedure, namely: representative sample (represent) and the size of the sample should be sufficient. To meet these two conditions used statistical approach in taking good sample size, by determining the error or errors are tolerated in the sampling. In this research sample was determined through a formula Slovin (Rachmat, 1996:100), namely:

$$n = \frac{N}{N(d)^2 + 1}$$

From the above calculation, then the resulting sample in this research amounted to 120 persons from 150 persons which consist of participant education and training Procurement of Government Goods and Services. As for the procedures and data collection techniques used by means of questionnaires and documentation Spread like studying various regulatory and books related to the study. Furthermore, for the method of data analysis used descriptive and inferential statistical analysis, and analysis scheme would hypotheses.

RESULT AND DISCUSSION

In relation to research carried out in the education and training of participants, the technical data collected in this research, was to deploy a list of questions (questionnaire) to the samples or the respondent who had been determined as many as 120 copies. From the questionnaire distributed all questionnaires could be collected, so the number of copies of the questionnaire were analyzed as many as 120 copies. In this statement the list contains statements

that refer to the three research variables, namely Variable Leadership (X_1), Variable Performance (X_2) and motivation (Y).

Data Analysis and Testing Hypotheses

1. **Leadership variable (X_1)**

Leadership variables examined in this research, the results of computer calculations obtained:

Statistical Leadership

N	Valid	120
	Missing	0
Mean		54.8596
Median		53.0000
Mode		63.00
Std. Deviation		6.0234
Variance		36.2810
Range		23.00
Minimum		45.00
Maximum		68.00

For a description of the results of research data variable frequency Leadership (X_1), could be presented in a frequency distribution as follows:

Distribution Frequency Data Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	45.00	4	1.8	1.8	1.8
	46.00	6	5.3	5.3	7.0
	47.00	4	3.5	3.5	10.5
	48.00	6	5.3	5.3	15.8
	49.00	6	5.3	5.3	21.1
	50.00	9	7.9	7.9	28.9
	51.00	8	7.0	7.0	36.0
	52.00	14	12.3	12.3	48.2
	53.00	5	4.4	4.4	52.6
	54.00	5	4.4	4.4	57.0
	55.00	2	0.9	0.9	57.9
	56.00	2	0.9	0.9	58.8
	57.00	2	1.8	1.8	60.5
	58.00	3	2.6	2.6	63.2
	59.00	4	3.5	3.5	66.7
	60.00	8	7.0	7.0	73.7
	61.00	5	4.4	4.4	78.1
	62.00	6	5.3	5.3	83.3
	63.00	15	13.2	13.2	96.5
	64.00	4	2.6	2.6	99.1
	68.00	2	0.9	0.9	100.0
		120	100.3	100.3	

2. **Variable Performance (X_2)**

Performance variables examined in this research, the results of computer calculations obtained:

Statistical Performance

N	Valid	120
	Missing	0
Mean		54.8509
Median		53.5000
Mode		50.00
Std. Deviation		6.2912
Variance		39.5793
Range		24.00
Minimum		43.00
Maximum		67.00

Distribution Frequency Data Performance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	45.00	4	1.8	1.8	1.8
	46.00	6	5.3	5.3	7.0
	47.00	4	3.5	3.5	10.5
	48.00	6	5.3	5.3	15.8
	49.00	6	5.3	5.3	21.1
	50.00	9	7.9	7.9	28.9
	51.00	8	7.0	7.0	36.0
	52.00	14	12.3	12.3	48.2
	53.00	5	4.4	4.4	52.6
	54.00	5	4.4	4.4	57.0
	55.00	2	0.9	0.9	57.9
	56.00	2	0.9	0.9	58.8
	57.00	2	1.8	1.8	60.5
	58.00	3	2.6	2.6	63.2
	59.00	4	3.5	3.5	66.7
	60.00	8	7.0	7.0	73.7
	61.00	5	4.4	4.4	78.1
	62.00	6	5.3	5.3	83.3
	63.00	15	13.2	13.2	96.5
	64.00	4	2.6	2.6	99.1
	68.00	2	0.9	0.9	100.0
		120	100.3	100.3	

3. **Motivation variable (Y)**

Motivation variables examined in this research, the results of computer calculations obtained:

Statistical Motivation

N	Valid	120
	Missing	0
Mean		54.7368
Median		52.5000
Mode		50.00[a]
Std. Deviation		6.0573
Variance		36.6912
Range		23.00
Minimum		45.00
Maximum		68.00

Distribution Frequency Data Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	45.00	2	1.8	1.8	1.8
	46.00	2	1.8	1.8	3.5
	47.00	4	3.5	3.5	7.0
	48.00	11	9.6	9.6	16.7
	49.00	7	6.1	6.1	22.8
	50.00	13	11.4	11.4	34.2
	51.00	11	9.6	9.6	43.9
	52.00	7	6.1	6.1	50.0
	53.00	5	4.4	4.4	54.4
	54.00	2	1.8	1.8	56.1
	55.00	3	2.6	2.6	58.8
	56.00	2	0.9	0.9	59.6
	57.00	3	1.8	1.8	61.4
	58.00	2	0.9	0.9	62.3
	59.00	2	1.8	1.8	64.0
	60.00	10	8.8	8.8	72.8
	61.00	7	6.1	6.1	78.9
	62.00	13	11.4	11.4	90.4
	63.00	4	3.5	3.5	93.9
	64.00	4	3.5	3.5	97.4
	65.00	3	0.9	0.9	98.2
	66.00	2	0.9	0.9	99.1
	68.00	1	0.9	0.9	100.0
		120	100.1	100.1	

Test Requirements Analysis

For the purposes of testing the normality of the data, carried out in two ways: created histogram for the distribution of standardized residuals, and graphed Normal Probability Plot on every model. To obtain accurate results, calculations were performed with SPSS version 11, a result the researchers pointed out as follows:

Based on chart illustrating the relationship between the value predicted by Standardized Delete Residual, it appeared that the distribution of data around the zero point and did not seem the existence of a certain pattern on the distribution of the data. Thus, the regression model complies with the requirements specified.

Hypothesis Testing

In this research, the hypothesis proposed to identify and analyze the effect of the three variables, namely:

1. The first hypothesis to determine the effect on the performance leadership variables on education and training participants.
2. The second hypothesis to determine the effect on the motivation of performance variables on education and training participants.
3. The third hypothesis to determine the effect of variables of leadership and performance on the motivation of the participants of education and training.

t test For 1st Hypothesis

$H_0 : b1 = 0$: there was no influence on the Performance Leadership variables on education and training participants.

$H_1 : b1 \# 0$: there is a variable effect on the Performance Leadership on education and training participants.

If point of $t_{count} > t_{table}$, so hence $\mathbf{H_0}$ refused and $\mathbf{H_1}$ accepted.

From the data processing research with the aid of computer calculation program SPSS version 11 obtained t_{value} of 4.829 while the amount of t_{table} with degrees of freedom (df) 120 on the α (0,05) 1,96. Thus, the t (4.829) > t_{table} (1.96), so that H_0 refused and H_1 accepted, as shown in Table 4-3 below:

Coeficients

Model	Unstandardized Coeficients		Standardized Coefisients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1.(Constant)	2.524	1.517		1.664	.099			
Leadership	.411	.085	.409	4.829	.000	.940	.417	.132
Motivation	.541	.081	.562	6.639	.000	.949	.533	.181

With proven $t_{count} > t_{table}$, it could be stated that leadership and significant positive effected on the of education and training participants.

t test For 2nd Hypothesis

The second research hypothesis proposed was: there was an influence on the performance of participants Motivation on education and training, or the mathematical formula can be described as follows:

$H_0 : b1 = 0$: there was no influence on the Performance variables on motivation education and training participants.

$H_1 : b1 \# 0$: there was a variable effect on the Performance on motivation in education and training participants.

If point of $t_{count} > t_{table}$, so hence $\mathbf{H_0}$ refused and $\mathbf{H_1}$ accepted.

From the data processing research with the aid of computer calculation program SPSS version 11 obtained t_{value} of 6.639 while the amount of t table with degrees of freedom (df) 120 on the α (0,05) 1,96. Thus, the t_{value} (6.639) > t_{table} (1.96), so that H_0 refused and H_1 accepted. With proven $t_{count} > t_{table}$, it could be stated that the motivation of the performance on education and training participants.

t test For 3rd Hypothesis

The third research hypothesis proposed was: there was significant variables and Performance Leadership jointly positive and significant impact on the motivation of education

and training, or by the following formula:

H_0 : b1 = b2 = 0 : there wasn't influence of Leadership and Motivation together on the Performance of the education and training participants.

H_1 : one or both b1 # 0 : there was an influence of Leadership and Motivation together on the Performance of the education and training participants.

If the value of $F_{count} > F_{table}$, then **H_0** was rejected and **H_1** accepted, as seen in Table below:

Tabel : **ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
1. Regression	3802.433	2	1901.216	614.059	.000ᵃ
Residual	343.672	118	3.096		
Total	4146.105	120			

From the data processing research with the aid of computer calculation programs obtained SPSS calculated F_{value} of 614.059 while the amount F_{table} with degrees of freedom (df) 2 and 120 in the α (0.05) of 3.07. Thus F_{count} (614.059) $> F_{table}$ (3.07), so that H_0 refused and H_1 accepted.

With proven $F_{count} > F_{table}$, it could be stated that the Leadership and Performance both the motivation.

The Coefficient of Determination (R_2)

The coefficient of determination used to determine the level of diversity variael bound Y (Performance) caused by the difference in the independent variable X_1 (Leadership) and independent variables X_2 (Performance). With the help of computer processing of research data was based on the calculation of SPSS version 11 was obtained **R_2** value of 0.917. This meant that the diversity performance of 91.7% due to the diversity of leadership and performance, while the remaining 8.3% is caused by other factors not examined.

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.958ᵃ	.917	.916	1.7596	1.942

1. Predictors : (Constant), Performance, Leadership
2. Dependent Variabel : Motivation

Multiple Regression Equations

Multiple regression equation is a regression model to see the effect of variable Leadership (X_1) and Performance (X_2) the motivation variable (Y). From processing computer based calculations SPSS version 12, was obtained: $\hat{Y} = 2{,}254 + 0{,}411\ X_1 + 0{,}541\ X_2$

It meant that:

1. Each increasing of 1 scores leadership variables affected the increase in variable performance score of 0.411 with the assumption that work motivation variable was constant.
2. Each increasing of 1 score motivation variable influenced on the increasing in variable performance score of 0.541, assuming constant Leadership variable/fixed.

Discussion

Referring to the results of analysis of the effected on the Performance Leadership and Motivation in education and training participants, needed to be discussed further existence of each variable as follows:

1. **The effect on the performance of leadershipon education and training participant**.

    Based on the results of the research with the helped of data processing calculation program SPSS version 11 obtained t_{value} of 4.829 while the amount of t_{table} with degrees of freedom (df) 120 on the α (0,05) 1,96 thus the value $t_{count} > t_{table}$, so H_0: rejected, H_1: accepted.

    Although the results of hypothesis testing had proved their leadership influence on the performance significantly, but should continue to be taken innovative steps and constructively in order to improve performance through a variety of approaches.

2. **The effect on motivation performance in education and training participants.**

    Based on the results of the research with the helped of data processing calculation program SPSS version obtained t value of 6.639, while the amount of t table with degrees of freedom (df) 120 on the α (0,05) 1,96 thus the value of t > t tab, so H_0: rejected, H_1: accepted.

    Although the resulted of hypothesis testing had proven the influence of motivation on performance was significant, but the need continues taken steps innovation and constructively in order to improve performance in education and training participants.

3. **The ffect of Leadership and Performance together to Motivation**

    From the results obtained by the data processing calculated F_{value} of 614.059, while the amount of F_{table} with degrees of freedom (df) 2 and 113 in the α (0.05) of 3.07. Thus $F_{count} > F_{table}$, So H_0: rejected, H_1: accepted.

    In other words, the better the application of good leadership was accompanied by a high motivation, it would also increase the performance of the education and training participants. In addition, the viewed of the coefficient of determination seen that, it turned out the degree of variation of 91.7% performance in education and training participants caused by Leadership and Performance was the dominant factor in increasing motivation, which was only 8.3% Motivation was influenced by other factors in this research were not analyzed.

    From the description above, it could be said that the better leadership with high motivation, it would improve the performance of education and training of participants, in addition, was expected to give a good contribution to the process of improving the performance of employees in education and training participants.

CONCLUSION

Leadership had a significant influence on the motivation and education and training participants. In other words, the better the performance of education and training participants. This is consistent with the calculation results SPSS that t for X_1 (Leadership) > t_{table}. Motivation and significant influence on the performance of education and training participants. In other words, the higher the motivation the participants' training, the better their performance. It was

based on the results of data processing obtained t_{value} for the variable $X_2 > t_{table}$. Leadership and Motivation jointly and significant influence on the performance of education and training participants. In other words, the better the level of Leadership with high motivation, the better anyway. This was consistent with the results of data processing in which the value of $F_{count} > F_{table}$, so that H_0 refused and H_1 accepted. The coefficient of determination (R_2) of 0.917, meaning that 91.7% of the diversity of education and training participants performance caused by the diversity of Leadership and Motivation, while the remaining 8.3% caused by the other factors in this research were not analyzed further.

Recommendations of this research are: (1) Giving the high influence on the motivation of leadership education and training, the need for concrete measures to maintain the existing level of leadership; even should continue to be improved. This was done by running and doing a good leadership to protect subordinates and remains responsible for all activities undertaken by the officers/employees. (2) This research showed the influence motivation on education and training participant. Motivation can be defined as the process of observation of the conduct of all activities that can be responsible for the results obtained. Thus, the motivation to do should be seen as an activity that is very helpful in carrying out its duties and functions as the executor of activities or can be said as a control in implementing work mechanism applies, so as to improve employee performance. Therefore, it ought motivation to do really apply the principle of transparency. (3) Need to do further research on other suspected factors can affect the motivation of education and training, so that the results can be more representative again.

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