

Influence Support Colleague Work , Leadership Style and Communication To MPM Motor Ponorogo Dealer Productivity

Arga Saiful Mustopa ¹, Sri Hartono ², Naning Kristiyana ³

^{1,2,3} Muhammadiyah University of ponorogo



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ABSTRACT (9 pt)

General Background: Productivity is a crucial indicator of a company's success, driven significantly by human resources, especially during challenging times. **Specific Background:** Effective management of human resources, including fostering a conducive work environment, leadership style, and communication, is essential to optimize employee performance and achieve organizational goals. **Knowledge Gap:** While the impact of peer support, leadership style, and communication on employee productivity is acknowledged, specific evidence within the context of motor dealerships, particularly in Indonesia, remains underexplored. **Aims:** This study investigates the influence of peer support, leadership style, and communication on employee productivity at the Honda MPM Motor Ponorogo Dealer. **Results:** The study, conducted using a quantitative approach with data collected from 50 employees through questionnaires, revealed that peer support, leadership style, and communication each significantly and positively impact productivity. The results were validated through multiple linear regression analysis using SPSS. **Novelty:** This research highlights the simultaneous and significant effects of these factors on productivity within a motor dealership context, providing specific insights into the Indonesian market. **Implications:** The findings suggest that enhancing peer relationships, adopting effective leadership practices, and improving communication can substantially boost employee productivity. For the MPM Motor Ponorogo Dealer, these results offer actionable recommendations, such as fostering better interpersonal understanding among employees, encouraging leadership to motivate and guide, and providing communication training. Future research is encouraged to explore additional factors influencing productivity, such as work motivation and competency, to build on these findings.

INTRODUCTION

The company is A entities where individuals Work together with objective achieve company targets . Management Source Power Man is governing discipline power work in the organization or company with mean for them can operate in a way coordinated To use reach target company . In perspective Hamali (2019), Management Source Power Man is approach strategic to management skills , motivation , development , and organization source Power man.

Source Power Man is one of factor decider realization A good service in the A organization . In the recruitment process candidate there are employees too special criteria and conditions . With goal to get Source Power Competent human in A A organization . Because of that 's important for A organization For ensure that employees they have is humans superior who has good quality and capable help company realize his vision . Order Implementation task walk OK , necessary exists coaching employee as well as instruction For Keep going increase quality Source Power Man To use own attitudes and behavior that are based on high dedication , discipline , honesty , responsibility answer , as well authority so that can give service in accordance with need developments that occur in society (Riyanda , 2018). Management Source Power man related tightly with productivity employees , p This because If Management Source Power man A company said Good then people or employee Can produce good performance . Good and satisfying performance results if the results achieved in accordance with established standards company .

In view Busro (2018), productivity is comparison between what is produced (output) with what is used (input). A similar thing was also emphasized by Luturmas (2018), who argued that measurement productivity Work Actually aim For measure extent of performance employee in reach results with effective and efficient . Productivity own role crucial in progress company as well as in effort increase growth economy company the . High level of productivity from source Power humans are very important in achievement objective company , even moment company experience challenge . Success company can seen from productivity Work employees , so important for company For optimally manage source Power the human .

In perspective Mongdong et al (2021) support from colleague Work is system supporters among others employee For motivating colleague Work other . Temporary according to Wibowo & Tholok (2019), support colleague Work refers to an individual or intertwining groups connection each other support in operate task they . There is good relationships and support colleague Work between employee will presenting environment conducive work so in the end effect on productivity Work employee . This is what makes it work become fast finished and get results in accordance as planned company . Explained with study Priswa (2021) stated that support colleague Work influential significant to productivity Work .

In view Wahyudi (2018), leadership is ability individual For inspire , guide and influence thinking as well as behavior member team order them can Act in a way independent , esp in context taking decision , for the sake of achieving objective company with more fast . From someone take the lead will appear ideas new and

innovative in development something organization . Effective leadership style need leader For can increase productivity performance all employee in reach objective . With So , style leadership can become good guidelines in enhancement productivity performance employee . Leader role in carry out activity his activities own style separately in processing influence and direct employee so that together in reach goals (Sirajuddin, 2018). Explained with study Hurmayanti (2018) stated that style leadership influential significant to productivity Work .

Connection well connected between various sector be one possible factors influence productivity . One of the most important thing in intertwine A connection is communication . Communication own function organizational and social like inform as deliverer information , clue , reveal something , desire , interweave relationships and solving problem (Karaman , 2019). Handoko (2013) in define that communication is internal transfer form an idea or information from one person to another. Communication is transference and understanding meaning of what happened consequence exchange information between One with others and with purpose For accept same understanding through transfer messages in a way symbolic . Communication that occurs at a place organization is a close process connection with success employee in carry out work and productivity optimal work . Productivity Work employee is one of factor main support success organization in reach objective organization . This matter Because For realize productivity Work high ranking employee required smooth and effective communication (Marwansyah , 2016). Explained with study Widyarma & Askiah (2022) stated that communication influential significant to productivity Work employee .

MPM Motor Ponorogo is a Honda dealer under PT Astra Honda Motor which provides sale product Honda Motorcycles and maintenance Honda Motorcycle . In matter This is MPM Motor Ponorogo , running task as provider for buyer or consumers who want have Honda motorbikes or those who want do maintenance Honda Motorcycle . As an official Honda dealer sued For notice commitment to the organization with No do corruption , absenteeism and neglect obligation . All activities and policies notice interest consumers and deliver maximum service to public .

From the results interviews conducted with head MPM Motor Ponorogo branch , it is known that productivity Work No always experience enhancement matter That caused by various type factor . Of the many factor the researcher guess that happen decline productivity proven work with declining sales start from month July 2023 as many as 908, month August 2023 drops to 851 and in September 2023 sales down to 736, p This caused by factors like support colleague work , style leadership and communication . Decline productivity Work this is also proven with working hours employees who don't can meet targets. There is matter the make head MPM Motor Ponorogo branch do evaluation and direction to the employees as well as employees each other help in achieving targets , for example if one employee Already meet targets, employees the will help other employees who have not fulfil the target . There is good relationships and support colleague Work between employee will presenting environment conducive work so in the end effect on productivity Work employee , with

see factors on that is support colleague work , style leadership and communication which constitute important aspect To use increase productivity performance employee . Will be created something condition conducive work so that capable push Spirit Work employee To use achieved objective something Organizations , especially at the MPM Motor Ponorogo Dealer . Then appear A thinking How factors the each other sustainable so that impact on productivity Work .

Based on the description above, the researcher intends to test support colleague work , style leadership and communication . For this reason, researchers are interested in choosing a title " Influence Support Colleague Work , Leadership Style and Communication To MPM Motor Ponorogo Dealer Productivity "

RESEARCH METHOD

Research This carried out at the Honda MPM Motor Ponorogo Dealer , one of the Honda Dealers in the Regency Ponorogo . Respondent in study This is employee Honda MPM Motor Ponorogo motorbike . Data used in study This is primary data with using instruments in the form of delivered questionnaire direct to respondents , who complied criteria that have been determined by the researcher . This type of research is carried out in quantitative research with the aim of test hypothesis that has been set that is about support colleague work , style leadership and communication to productivity Work . In study this is what happened as population is employee Honda motorbikes at the MPM Motor Ponorogo Dealer . Population study amount as many as 50 people. The sample in this research was all employees Honda motorbikes at the MPM Motor Ponorogo Dealer . The sampling technique in this research uses the determination method sample fed up or total sampling is technique taking sample when all member population used as sample . Respondents will taken that is as many as 50 people. This research uses data collection techniques, namely the questionnaire method. According to Sugiyono (2019) , a questionnaire is a data collection technique that is answered by giving a set of questions or written statements to respondents . This questionnaire contains questions related to the data to be obtained, and the aim is for researchers to get responses from producers for the sake of the smoothness and interests of the research. Analysis of the data used is SPSS with carry out instrument tests , assumption tests Classics , Analysis multiple linear regression, as well as hypothesis testing.

RESULTS AND DISCUSSION

Result

Characteristics Respondent Based on Type Sex

Table 1. Characteristics Respondent

		Frequency	Percent
Type Sex	Man	33	66
	Woman	17	34
	Total	50	100

Educational level	elementary school	1	2
	JUNIOR HIGH SCHOOL	3	6
	SENIOR HIGH SCHOOL	30	60
	D3/S1/S2	16	32
	Total	50	100
Length of work	1-5 Years	35	70
	6-10 Years	10	20
	> 10 Years	5	10
	Total	50	100

Data Source : Data is processed in 2023

Based on table 1 you can is known that (1). Respondent consists from man And Woman . Results description respondents show majority respondents is man as much 33 person or 66% whereas Woman as much 17 people or 34%. Majority type sex respondents is man . (2). Respondents aged around 19-27 years old as many as 30 people or 60%. Respondent aged around 28-36 years old as many as 12 people or 24%. Respondent aged around 37-45 years old as many as 7 people or 2% of respondents aged around 55-63 years old as much as 1 person or 2%. Majority respondent aged 19-27 years . (3). Length of work respondents 1 -5 years as many as 35 people or 70%. Length of work respondents 6-10 years as many as 10 people or 20% and long working hours respondents > 10 years as many as 5 people or 10%. The majority have worked for a long time respondents is 1-5 years. Education elementary school respondents are as much as 1 person or 2%. The respondent's education is junior high school as many as 3 people or 6%. Respondents' education was high school , 30 people or 60% and education D3/S1/S2 respondents were 16 people or 32%. Majority education respondents is high school.

Test result

Research result show that 8 items statements on variables Support Colleague Work (X 1) is declared valid because $r \text{ count} > r \text{ table}$. In the Leadership Style variable (X 2) there are 8 items statement declared valid because $r \text{ count} > r \text{ table}$. On variables Communication (X 3) which consists of 3 items statement declared valid because $r \text{ count} > r \text{ tables}$ and variables Productivity (Y) which consists of 8 items statement declared valid because $r \text{ count} > r \text{ table}$. Besides that's the result study state that all independent and dependent variables worth more Cronbach Alpha greater (>) than 0.60. In conclusion is all variable in study This have acceptable reliability .

Table 2. Analysis Multiple linear regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,345	1,830		1,282	,206
	Support Colleague Work	,377	,096	,378	3,948	,000
	Leadership Style	,386	,110	,425	3,521	,001
	Communication	,506	,298	,188	1,698	,026

a. Dependent Variable: PRODUCTIVITY

Source : Primary Data Processing , 2023

Based on results analysis statistics table 2 can made formulation function regression multiple like seen following :

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$

$$Y = 2.345 + 0.377X_1 + 0.386X_2 + 0.506 X_3$$

Equality the can explained with descriptive that is :

1) $a = 2.345$

Constant worth 2,345 dan own mark positive . Mark the can explained in moment variable Support Colleague Work (X 1), Leadership Style (X 2) and Communication (X 3) no There is or in circumstances constant , so mark Productivity amounting to 2,345 and value the is influence from variable other Which No entered in model regression .

2) $\beta_1 = 0.377$

Coefficient regression This show big contribution made variable Support Colleague Work (X 1) against Productivity (Y). Coefficient variable Support Colleague Work (X 1) that is valuable positive It means every enhancement variable Support Colleague Work (X 1) is 1 unit so will increase Productivity (Y) is 0.377 with assumption other variables are constant

3) $\beta_2 = 0.386$

Coefficient regression This show big contribution made Leadership Style variable (X 2) towards Productivity (Y). Coefficient Leadership Style variable (X 2) which is valuable positive It means every enhancement Leadership Style variable (X 2) is 1 unit so will increase Productivity (Y) is 0.386 with assumption other variables are constant .

4) $\beta_3 = 0.506$

Coefficient regression This show big contribution made variable Communication (X 3) against Productivity (Y). Coefficient variable Communication (X 3) that is valuable positive It means every enhancement variable Communication (X 3) is

1 unit so will increase Productivity (Y) is 0.506 with assumption other variables are constant.

Hypothesis testing

Table 3. T test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,345	1,830		1,282	,206
	Support Colleague Work	,377	,096	,378	3,948	,000
	Leadership Style	,386	,110	,425	3,521	,001
	Communication	,506	,298	,188	1,698	.026

a. Dependent Variable: PRODUCTIVITY

Source : Primary Data Processing , 2023

Based on results data processing the on is known calculated t value For variable independent is as following :

1) Influence Support Colleague Work To Productivity

Based on table 3 can explained that calculated t value Support Colleague Work (X 1) is 3.948 with level significance of 0.000. Furthermore researcher will compare t count with t table at level significant 5% two direction with n of 50 with calculated t value amounting to 3,948. Based on mark the so can concluded that t count $\geq$ t table or (3.948 $\geq$ 1.678) and value significance (0.000) < (0.05). Based on results testing , so can concluded that Ha 1 accepted and H0 1 rejected It means Support Colleague Work in a way Partial influential significant to Productivity .

2) Influence of Leadership Style To Productivity

Based on table 3 can explained that The calculated t value of Leadership Style (X 2) is 3.521 with level significance of 0.001. Furthermore researcher will compare t count with t table at level significant 5% two direction with n of 50 with calculated t value amounting to 3,521. Based on mark the so can concluded that t count $\geq$ t table or (3.521 $\geq$ 1.678) and value significance (0.001) < (0.05). Based on results testing , so can concluded that Ha 2 accepted and H0 2 rejected It means Leadership Style in a way Partial influential significant to Productivity .

3) Influence Communication To Productivity

Based on table 3 can explained that calculated t value Communication (X 3) is 1.698 with level significance of 0.026. Furthermore researcher will compare t count with t table at level significant 5% two direction with n of 50 with calculated t value amounting to 1,698. Based on mark the so can concluded that t count $\geq$ t table or (1.698

≥ 1.678) and value significance $(0.026) < (0.05)$. Based on results testing , so can concluded that $H_a 3$ accepted and $H_0 3$ rejected It means Communication in a way Partial influential significant to Productivity .

Discussion

Influence Support Colleague Work To MPM Motor Ponorogo Dealer Productivity

Based on results processing for hypothesis testing First variable support colleague work (X 1) with regression test results multiple have coefficient signed regression positive 0.377 shows exists influence positive between variable Support Colleague Work To Productivity . It means if variable Support Colleague Work (X 1) increases by 1 unit , then Productivity (Y) will increased by 0.377 units . The t value is 3.948, based on mark the so concluded that t count $\geq$ t table or $(3.948) \geq (1.678)$ and value significance $(0.000) < (0.05)$. Based on results testing , then can concluded that $H_a 1$ accepted and $H_0 1$ rejected It means Support Colleague Work in a way Partial influential significant to Productivity .

Rivai (2014) defines support colleague Work as encouragement and assistance received individual from colleague Work they . According to Hamdani (2022) support colleague Work reflect to what extent colleagues Work behave like that appearance so that individual can Work optimally . Positive and significant relationship happen between variable Support Colleague Work (X 1) against Productivity (Y). This matter can concluded that the more Good support colleague work , then will the more increase productivity Work employee . Support colleague Work give benefits to other employees to remain capable guard condition pressure in yourself of course will impact on productivity Work they in finish task Work .

With exists support colleague Work can give motivation and enthusiasm addition to somebody . Feeling accepted and supported by colleagues Work can push somebody For give the best in his job . Support colleague Work often involve exchange information , knowledge and skills between employee . Collaboration This can enrich insight and skills individual in turn can increase productivity , efficiency and quality Work . This matter supported by collection answer respondents on variables support colleague Where do you work statement "When I need information colleague Work I always give information latest to I have mark highest of 247 and an average value of 4.94.

This matter in line with results research conducted by Priswati (2021) and Wibowo & Tholok (2019) with the results show that support colleague Work influential significant to productivity Work . It means the more tall support colleague Work so productivity Work employee the more good too.

Influence of Leadership Style To MPM Motor Ponorogo Dealer Productivity

Based on results processing for hypothesis testing second variable style leadership (X 2) with regression test results multiple have coefficient signed regression positive 0.386 shows exists influence positive between variable Leadership Style To Productivity . It means if variable Leadership Style (X 2) increases by 1 unit , then Productivity (Y) will

increased 0.3 86 unit . The calculated value is 3, 521 , based on mark the so concluded that $t_{count} \geq t_{table}$ or $(3, 521) \geq (1,678)$ and value significance $(0.001) < (0.05)$. Based on results testing , then can concluded that $H_a 2$ accepted and $H_o 2$ rejected It means Leadership Style in a way Partial influential significant to Productivity .

According to Rivai (2014) style the most ideal leadership is style leadership based on how much Far a leader utilise all style leadership with as good as maybe , sure with notice situation as well as right time For That . Positive and significant relationship happen between variable Leadership Style (X 2) against Productivity (Y). This matter can concluded that the more Good style leadership , then will the more increase productivity Work employee . Through style leadership , one leader can affects morale and satisfaction Work with pay attention and fulfill need his employees . What the heck need employee has fulfilled , then employee will Work maximum Possible going to enhancement productivity Work .

Leadership style give need about development subordinates ' selves and needs they . Leader change awareness subordinate about problem with help they looking old problem with use a new view , and they Can inspire , excite , and excite subordinates For more try in reach objective group . If the leader Can emphasize importance objective company , make subordinate own high standards , encouraging subordinate For bring out new ideas , and always value his employees so can concluded employee will Work with good and will being loyal to the company , ultimately matter it also triggers increasing productivity Work . This matter supported by collection answer respondents on variables style leadership , where statement " Leader always intertwine good relationships and communication to employees " with own mark score of 226 and value mean 4.52.

This matter in line with research conducted by Hurmayanti (2018) and Wahyudi (2018) with the results show that style leadership influential significant to productivity Work .

Influence Communication To MPM Motor Ponorogo Dealer Productivity

Based on results processing for hypothesis testing third variable communication (X 3) with regression test results multiple have coefficient signed regression positive 0.506 shows exists influence positive between variable Communication To Productivity . It means if variable Communication (X 2) increases by 1 unit , then Productivity (Y) will increased 0.506 unit . Tcount value 1,698 , based on mark the so concluded that $t_{count} \geq t_{table}$ or $(1,698) \geq (1,678)$ and value significance $(0.026) < (0.05)$. Based on results testing , then can concluded that $H_a 3$ accepted and $H_o 3$ rejected It means Communication in a way Partial influential significant to Productivity.

Communication is key opener can happen connection cooperation between leader with employees and inter employee That Alone . Good communication will help employee in understand his job in a way clear so that slowly its performance will increased (Ardana , et al , 2012) . Positive and significant relationship happen between variable Communication (X 3) against Productivity (Y). This matter can concluded that the more Good communication , then will the more increase productivity Work

employee . Communication is key opener in increase Spirit Work employee . Besides become key opening , communication also becomes key main formation Work the same as the good one . There is communication in something organization will push productivity Work employee so that more easy For reach objective organization .

With exists active and responsive communication creates a sense of involvement and ownership employee to work they . When employees feel heard , valued and involved in the retrieval process decision they tend more committed For reach good result so that increase productivity . Good communication can help identify and treat conflict with positive way . Management effective conflict can prevent disturbance resulting productivity tension member team or between superiors and subordinates .

Accurate and clear communication about new tasks and ideas give guidance that employees really need so that reduce confusion and increase productivity . This matter supported by collection answer respondents on variables communications , where statement “ Leader at the MPM Motor Ponorogo Dealer can convey ideas/ thoughts in a way easy to his subordinates ” had mark score of 227 and an average value of 4.54. This matter in line with research conducted by Widyarma & Askiah (2022) with the results show that communication influential significant to productivity Work .

Influence Support Colleague Work , Leadership Style and Communication To MPM Motor Ponorogo Dealer Productivity

Based on calculated F value variable is amounting to 121,187 with level significance of 0.000. Comparison the explain that F count > F table or $(121.187) > (2.81)$ with significance equal to $(0.000) < (0.05)$. Based on results testing above , then can concluded that H_0 4 rejected and H_a 4 accepted . This means the support variable colleague work , style leadership and communication in a way simultaneously or together have significant influence to the productivity variable (Y).

Based on results mark coefficient determination (R^2) is 0.888 or 88.8%. These results can explained that variable free Support Colleague Work (X_1), Leadership Style (X_2), and Communication (X_3) provide contribution to the variable bound Productivity (Y) was 88.8% , meanwhile the remaining 11.2% is explained by other variables that are not there is in study This .

Research result This support hypothesis the fourth stated that support colleague work , style leadership and communication influential significant to productivity . Support colleague work , style leadership and communication in a way simultaneous give influence positive and significant to productivity . It means the more tall support colleague work , style leadership and communication so productivity Work employees are also increasing increase .

With exists support colleague work , employee tend feel more appreciated , motivated , and more committed For reach objective together , which is in the end can increase productivity individual nor team in a way whole . The existence of a leadership style create environment constructive work motivation , engagement , and creativity employees in the end impact positive on productivity individual nor team. With good communication , employees can feel more connected with work they understand hope

companies , and collaborate with more Good with colleague Work . All This contribute to achievement objective individual and team , as well enhancement productivity Work in a way whole.

CONCLUSION

Fundamental Finding: This study concludes that support from colleagues, leadership style, and communication positively and significantly impact productivity at MPM Motor Ponorogo Dealer. These factors collectively enhance employee performance, demonstrating the importance of fostering a supportive work environment, effective leadership, and clear communication channels. **Implication:** For MPM Motor Ponorogo Dealer, the findings suggest that improving colleague support, leadership practices, and communication strategies can lead to enhanced productivity. This insight should guide future management practices and employee development programs, emphasizing the need for a cohesive work culture and skillful leadership. **Limitation:** The study's limitations include the absence of direct supervision during questionnaire completion, which may have led to misunderstandings among respondents. Additionally, the research focused solely on colleague support, leadership style, and communication, overlooking other potential productivity influences. **Further Research:** Future studies should explore additional variables such as work motivation and employee competencies to provide a more comprehensive understanding of productivity determinants. Including diverse factors could offer deeper insights into how various elements collectively affect organizational productivity.

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***Arga Saiful Mustopa**

Muhammadiyah University of ponorogo

Email: nrafakristi@gmail.com

Sri Hartono

Muhammadiyah University of ponorogo

Naning Kristiyana

Muhammadiyah University of ponorogo
