



The Effect of Leadership, Work Motivation and Work Discipline on Employee Performance at Ambon Container Terminal Pelindo

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Abstract: Improving company performance will not be achieved without improving employee performance first, one of the efforts is to merge several companies and form a new organizational structure, Pelindo Terminal Petikemas Ambon is a part of PT Pelindo Terminal Petikemas which has undergone a merger and change in organizational structure with the aim of improving employee performance through a new leadership change that is more focused, followed by changes in work motivation and work discipline. This research was conducted with the aim of examining the influence of leadership, work motivation and work discipline on employee performance at Pelindo Ambon Container Terminal. This research was conducted at Pelindo Terminal Petikemas Ambon with a total of 42 employees as respondents. The technique used in collecting data is by distributing questionnaires. This research is a type of associative quantitative research using analytical methods namely validity test, reliability test, classical assumptions, and multiple linear regression using the SPSS 25 application. The results of this study indicate that simultaneously and partially Leadership, Work Motivation and Work Discipline have a positive effect and significant to Employee Performance.

Key words: Leadership, work motivation and work discipline and employee performance

INTRODUCTION

Background

The performance of employees of BUMN companies (State Owned Enterprises) in this pandemic era continues to strive to be improved so that they can compete and contribute even more to the country. One of the ways taken by the government to achieve high performance is through the merger of several companies that have the same business segment. The government carried out a merger of several BUMN companies, it was recorded that previously the number of BUMN reached 142 companies, now there are 41 BUMN companies as of March 2022, and will

continue to be pushed up to 30 BUMN. One of them is the Indonesian Port where on October 1 2021, from the start there were 4 companies namely Pelabuhan Indonesia I, II, III, IV to become Pelabuhan Indonesia (Persero).

This merger made Pelindo bigger, to facilitate business management and facilitate control, Pelindo formed sub holdings based on several clusters, including Pelindo Container Terminal Subholding, Multi Terminal Subholding, Pelindo Jasa Maritim Subholding, Pelindo Logistics Sub Holding. Table 1. Number of PELINDO Leaders / Directors After the Merger

No	Company	HEADQUARTERS	President director	Deputy Director	Director Commercial	technical director	Director Operation	Director Finance	Director HR And General	Director of Transformation & Development Business	Number of people)
1	PT Pelabuhan Indonesia (Persero)	Jakarta	√	√	√	√	√	√	√	√	8
	Sub Holding										
1	Pelindo Container Terminal	Surabaya	√		√	√	√	√	√		6
2	Pelindo Multiple Terminals	Medan	√		√	√	√	√	√		6
3	Pelindo Maritime Services	Macassar	√		√	√	√	√	√		6
4	Pelindo Logistics Solutions	Jakarta	√		√	√	√	√	√		6
								TOTAL			32

Source: Processed Data 2023

Prior to the merger, the port manager was managed by a GM or General Manager, GM controlled all business segments in the port, except for large container terminals, which had been led by GM Container Terminals, but most of the eastern Indonesian container terminals were still led by GM.

With the establishment of the PT Terminal Petikemas sub holding, the leadership of the container terminal is separate from the General Manager, the Container Terminal is led by the Terminal Head, and the Terminal Head is directly responsible to the directors of PT Pelindo Terminal Petikemas.

Pelindo Ambon Container Terminal, led by the Terminal head who is directly responsible to the Board of Directors, so that the focus on container terminal performance can be directly monitored. This change resulted in the level of work discipline of Ambon container terminal employees increasing as well as the performance of its employees. Therefore the authors are interested in conducting research whether there is an influence of Leadership, Work Motivation and Work Discipline on Employee Performance that occurs at Pelindo Ambon Container Terminal .

Research purposes

Based on the main issues raised in this study, the objectives of this study are as follows:

1. To analyze the influence of leadership, work motivation and work discipline on the performance of Pelindo Ambon Container Terminal employees?
2. To analyze influence of leadership on the performance of Pelindo Ambon Container Terminal employees?

3. To analyze the effect of work motivation on the performance of Pelindo Ambon Container Terminal employees?
4. To analyze the effect of work discipline on the performance of Pelindo Ambon Container Terminal employees? LITERATURE REVIEW

Human Resource Management

According to Sedarmayanti (2017: 11), human resource management is the process of humanly utilizing humans as workers, so that all physical and psychological potentials have maximum function to achieve goals. Human resource management as a series of strategies, processes and activities designed to support organizational/company goals, by integrating organizational/company and individual needs.

Performance

According to Sinambela (2019: 11) it is very difficult to establish a definition of performance that can provide a comprehensive understanding. Based on the etymology, performance comes from the word performance. Performance comes from the word "to perform" which has several inputs: 1. to do; 2. fulfill or carry out something; 3. carrying out a responsibility, and; 4. do something that is expected by someone. From this input it can be interpreted that performance is the implementation of a job and the improvement of the work in accordance with the responsibilities so that it can achieve the results as expected.

Leadership

Rivai (2014) states that Leadership is the process of influencing a group of people to want to work hard to achieve group goals. Leadership refers to the ability to influence, move and guide a person or group of people to achieve certain goals in certain situations. According to Robbins (2008) defines leadership as the ability to influence the team to achieve a vision or goal.

Work motivation

Robbins (2002) says work motivation as a willingness to expend a high level of effort towards organizational goals, which is conditioned by the ability of these efforts to meet the needs of an individual.

Work Discipline

Sutrisno (2012: 87) work discipline is an attitude of respect for organizational rules and regulations that exist in employees who cause them to adapt voluntarily to organizational rules and regulations.

Previous Research

Singon, Tewal, Taroreh (2022) in their research on employees of the Fish Quarantine Center, Quality control and safety of Manado fishery products aims to determine the effect of motivation, work discipline and leadership both partially and simultaneously on employee performance during the Covid-19 pandemic at the Quarantine Center Fish, Quality Control and Safety of Manado Fishery Products (BKIPM). The results showed that partially work discipline and leadership had a significant positive effect on employee performance, while motivation had an insignificant positive effect.

Simultaneously it shows that motivation, work discipline and leadership have a significant positive effect on employee performance at BKIPM.

Suwanto (2019) in research on South Tangerang Hospital employees aims to determine partially or simultaneously the effect of work discipline and work motivation on employee performance at the South Tangerang General Hospital. The results of the study concluded that work discipline and motivation have a significant influence on performance where 64.1% work discipline and work motivation simultaneously (together) affect employee performance, while the remaining 35.9% are influenced by other factors not examined in this study This

Hursepuny, Dewi, Listyowati's research (2021) examines the influence of leadership style and work discipline on employee performance at PT Trans Retail Indonesia. The results of this study explain that partially, leadership has no effect on employee performance, while there is an effect of work discipline on employee performance. but simultaneously the two independent variables (leadership and work discipline) together have a significant effect on employee performance variables.

Research Model and Hypothesis

Research Model

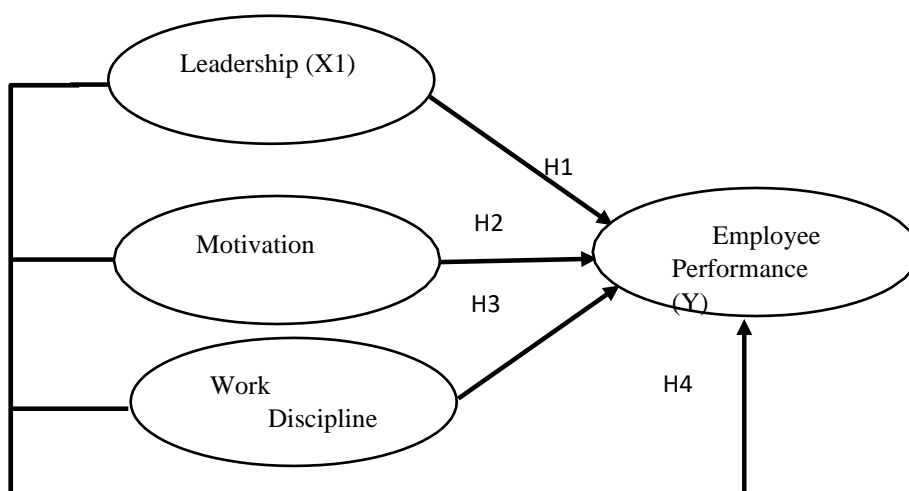


Figure 1. Thinking Framework

Source: Research Concept Framework and Hypotheses

Research Hypothesis

The hypothesis in this study are:

H1 : Allegedly leadership has a positive effect on employee performance

H2 : Allegedly work motivation has a positive effect on employee

performance
H3 : Allegedly work discipline has a positive effect on employee performance

H4 : Allegedly leadership, work motivation and work discipline simultaneously have a positive effect on employee performance.

RESEARCH METHODS

Types of research

The strategy used in this research is causal associative research using a questionnaire. This research uses a quantitative research approach wherein the measurement of variables with data analysis uses numbers especially for associative research types. according to Sugiono (2019: 65) associative research is a research problem formulation that asks the relationship between two or more variables. A causal relationship is a causal relationship. In this study there are independent variables (influence) and dependent variables (influenced). Causal associative in this study is used to determine the extent of the causal relationship from the influence of leadership, motivation and work discipline on the performance of Pelindo Ambon Container Terminal employees.

Location and Research Object

This research is located at Pelindo Ambon Container Terminal, and the objects in this study are employees of Pelindo Ambon Container Terminal

Population and Sample and Sampling Technique

According to Zikmun & Babin (2010:412) population is every complete group of entities that have some of the same characteristics. sample can be defined as part of a large population, from which the characteristics of the population are estimated. The population in this study were Pelindo Ambon Container Terminal employees, with a total population of 42 people

According to Arikunto (2013: 116) if it is less than 100 it is better to take all of them until the research is a population study. If the number of subjects is large, it can be taken between 10-15% or 20-25%. If in this study because the total population is less than 100, the researcher makes the entire population a research sample/saturated sample.

Based on the explanation above, what will be sampled in this study is the entire population, namely all employees of Pelindo Ambon Container Terminal, totaling 42 people

Data, Data Sources and Data Collection Techniques

The type of data used in this study uses primary and secondary data. To obtain the data needed in this study, the data collection technique was carried out by means of a survey method by filling out questionnaires to Pelindo Ambon Container Terminal employees. Where other information is obtained through library research, namely methods that examine various theories relevant to this research, such as data sources originating from various reference books and scientific journals in the form of theories about leadership strategy, work motivation and work discipline.

Validity Test Data Analysis Method

According to Sugiyono (2017: 125) it shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher. This validity test is carried out to measure whether the data that has been obtained after the research is valid data or not.

Reliability Test

Sugiharto and Sitingjak (2006) state that reliability refers to an understanding that the instruments used in research to obtain information used can be trusted as a data collection tool and are able to reveal actual information in the field. The instrument can be said to be reliable if it has a

reliability coefficient > 0.6 or more. The reliability coefficient is obtained by using Cronbach's Alpha formula if $\text{Alpha} < 0.6$ then it is declared unreliable and vice versa it is said to be reliable.

Normality test

The normality test aims to test whether in a multiple linear regression model the dependent and independent variables both have a normal distribution or not (Ghozali 2012:11). A good regression model is having normal or close to normal data distribution.

Multicollinearity Test

Multicollinearity test aims to test whether the regression model found a correlation between variables (independent). To detect whether there is multicollinearity in the regression model is as follows if the tolerance value is less than 0.10 and the variance Inflation factor (VIF) value is more than 10.00 then it can indicate the presence of multicollinearity and vice versa (Ghozali 2005: 95)

Heteroscedasticity Test

Heteroscedasticity test is used to find out if there is whether or not the classic assumption of heteroscedasticity is deviated, namely the variance of the residuals for all observations in the regression model.

Multiple Linear Regression Analysis

Multiple linear regression analysis is an analytical technique commonly used in analyzing the relationship and influence of one dependent variable with two or more independent variables. According to (Rangkuti, 2003:132) multiple regression analysis techniques can be calculated using the formula $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \dots + \beta_nX_n + e$

Correlation & Determination Coefficient Test (R²)

The coefficient of determination (R²) can be used to determine the contribution or contribution of all independent variables (X₁, X₂ and X₃) to the dependent variable (Y), while the rest are influenced by independent variables that are not included in the model. The model is considered good if the coefficient of determination is equal to one or close to one (Gujarti, 1995:131).

Simultaneous Hypothesis Test (Test F)

The simultaneous test with the F test aims to determine the effect of the independent variables on the dependent variable. The F-test is intended to test the regression hypothesis (slope) simultaneously.

Partial Hypothesis Test (t test)

This t test aims to determine the influence of each independent variable individually (partially) on the dependent variable.

Variable Operational Definitions

1. Leadership is any effort someone tries to influence the behavior of a person or group, efforts to influence this behavior aim to achieve individual goals, friends goals, or Together with organizational goals that may be the same or different (sunnyoto: 2016: 34)
2. Work motivation is the driving force that causes, guides, and supports human behavior, so

that they want to work hard and be enthusiastic to achieve the best goals. Hasibuan M. S (2012:141).

3. Work Discipline is the attitude of someone's willingness to obey and comply with the norms that apply around him and employee discipline greatly affects the goals of the institution
4. employee performance is a work result that can be achieved by an employee or a group of employees in an effort to achieve organizational goals that are carried out based on their duties and responsibilities effectively and efficiently with a background of motivation, ability, opportunity, which can be measured by ability, accuracy and objectivity, scope of work and timeliness.

RESEARCH RESULTS AND DISCUSSION

Research Results

Validity Test Results

The results of testing the validity of research instruments using the software in Statistical Program for Social Science (SPSS 25) are summarized in table 2 below:

Table 2. Validity Test Results

Variable	Statement	Person Correlation	Sig	Alpha	Status
Leadership (X1)	X1.1	0.822	0.000	0.05	Valid
	X1.2	0.696	0.000	0.05	Valid
	X1.3	0.362	0.017	0.05	Valid
	X1.4	0.822	0.000	0.05	Valid
	X1.5	0.512	0.001	0.05	Valid
	X1.6	0.476	0.001	0.05	Valid
Work Motivation (X2)	X2.1	0.635	0.000	0.05	Valid
	X2.2	0.713	0.000	0.05	Valid
	X2.3	0.770	0.000	0.05	Valid
	X2.4	0.813	0.000	0.05	Valid
	X2.5	0.724	0.000	0.05	Valid
Work Discipline (X3)	X3.1	0.922	0.000	0.05	Valid
	X3.2	0.410	0.007	0.05	Valid
	X3.3	0.922	0.000	0.05	Valid
	X3.4	0.410	0.007	0.05	Valid
	X3.5	0.922	0.000	0.05	Valid
	X3.6	0.410	0.007	0.05	Valid
Employee Performance (Y)	Y1	0.720	0.000	0.05	Valid
	Y2	0.710	0.000	0.05	Valid
	Y3	0.656	0.000	0.05	Valid
	Y4	0.452	0.000	0.05	Valid
	Y5	0.528	0.000	0.05	Valid
	Y6	0.425	0.005	0.05	Valid
	Y7	0.323	0.037	0.05	Valid
	Y8	0.606	0.000	0.05	Valid

Source: Data Processing (2023)

Based on table 2 the results of the validity test of the questionnaire on 42 respondents are explained as follows:

1. Leadership variable (X1) of the 6 statement items (X1.1 – X1.6) obtained the lowest correlation value on item X1.3 = 0.362 with a significance value = 0.017.
2. Work Motivation Variable (X2) of the 5 statement items (X2.1 – X2.5) obtained the lowest correlation value on item X2.1 = 0.635 with a significance value = 0.000.
3. Work Discipline Variable (X3) of the 6 statement items (X3.1 – X3.6) obtained the lowest correlation value in items X3.2, X3.4 and X3.6 = 0.410 with a significance value = 0.007.
4. Employee Performance Variable (Y) from 8 question items (Y1 – Y8) obtained the lowest correlation value on item Y7 = 0.323 with a significance value = 0.037.

Based on these results it can be concluded that all question items from each variable in the questionnaire are valid because the correlation value is > 0.302 on the rtable and also the significance value is <0.05.

Reliability Test Results

The results of reliability testing of all variable items are shown in the table below:

Table 3. Reliability Test Results

Variable	Cronbach' Alpha	Information
Leadership (X1)	0.651	Reliable
Work Motivation (X2)	0.784	Reliable
Work Discipline (X3)	0.807	Reliable
Employee Performance(Y)	0.677	Reliable

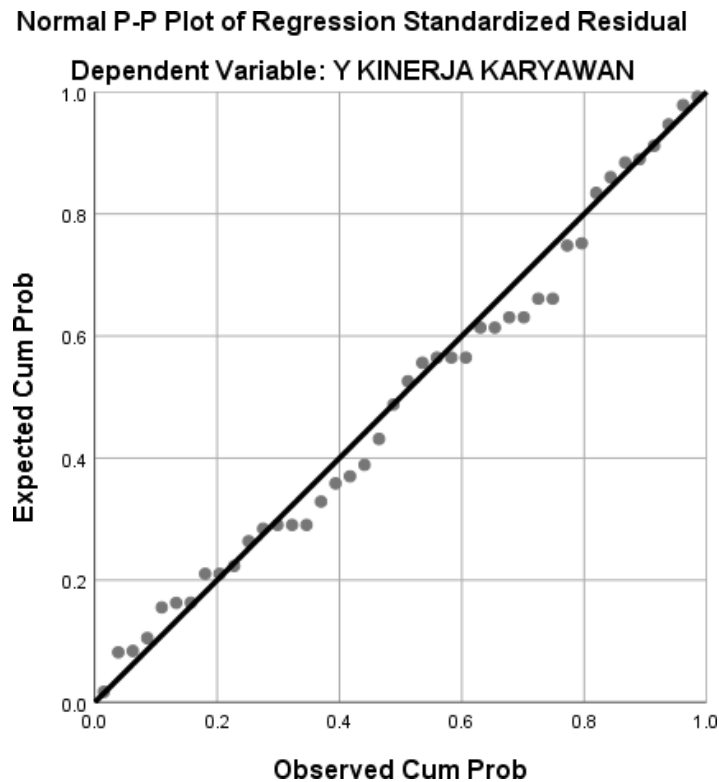
Source: Data Processing (2023)

Based on the results of the reliability test in table 3. It is known that all instrument items have a Cronbach's Alpha value of more than 0.6. Thus the entire statement (questionnaire) can be used for research.

Normality Test Results

Imam Ghozali (2011: 161) The regression model is said to be normally distributed if the plotted data (dots) that describe the actual data follow a diagonal line.

Figure 2. Graph of Normal PP Plot of Normality Test Results



Source: Data processed by SPSS 25 (2023)

Figure 2 above shows that the PP Normal graph of Regression Standardized Residual describes the distribution of data around the diagonal line and the distribution follows the direction of the diagonal line of the graph, so the regression mode used in this study fulfills the Normality assumption.

Multicollinearity Test Results

Imam Ghozali (2011:107-108) There are no symptoms of multicollinearity, if the tolerance value is > 0.100 and the VIF value is < 10.00 .

Table 4. Multicollinearity Test Results Coefficients a

Model		Collinearity Statistics	
		tolerance	VIF
1	(Constant)		
	X1 LEADERSHIP	.754	1,326
	X2 WORK MOTIVATION	.980	1020
	X3 WORK DISCIPLINE	.758	1,320

a. dependent Variable: Y EMPLOYEE PERFORMANCE

Source: Data processed by SPSS 25 (2023)

The results in table 4 are known in the multicollinearity test as follows:

1. The Leadership variable (X1) has a Tolerance value of 0.754 and a VIF value of 1.326,

which means that the Tolerance value > 0.100 and the VIF value < 10.00 means that there are no symptoms of multicollinearity.

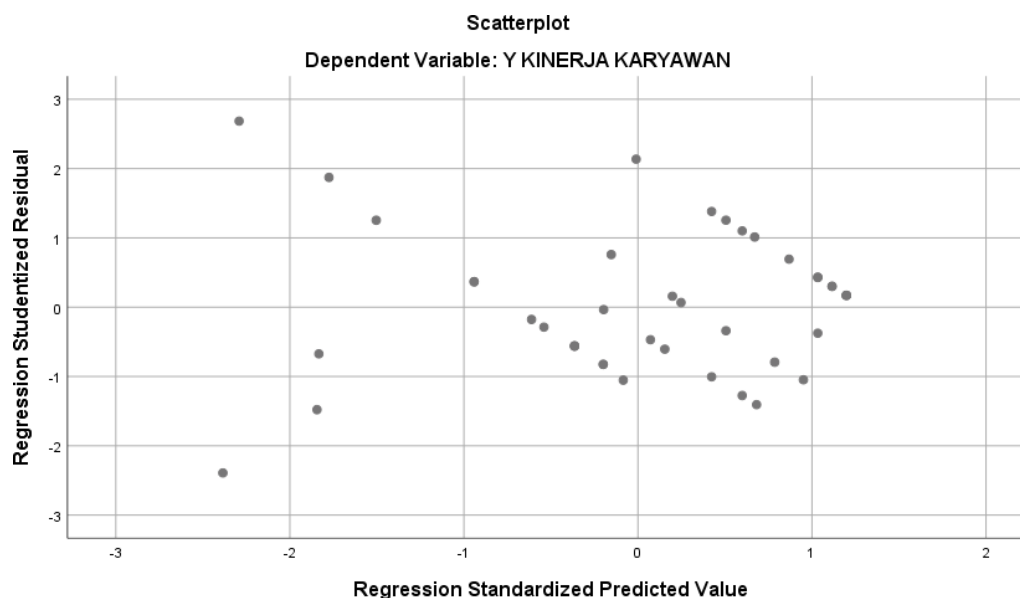
2. The Work Motivation Variable (X2) has a Tolerance value of 0.980 and a VIF value of 1.020, which means that the Tolerance value > 0.100 and the VIF value < 10.00 means that there are no symptoms of multicollinearity.
3. Work Discipline Variable (X3) has a Tolerance value of 0.758 and value VIF 1.320, which means the Tolerance value > 0.100 , VIF value < 10.00 , it is stated that there are no symptoms of multicollinearity.

Heteroscedasticity Test Results

Imam Ghozali (2011: 139) There is no heteroscedasticity, if there is no clear pattern (wavy, widened, then narrowed) in the scatterplot image, and the dots spread above and below the number 0 on the Y axis.

Figure 3. The results of the heteroscedasticity test show that in the scatterplots, the regression standardized predicted value shows that there is no clear pattern and the points spread above and below the number 0 on the Y axis.

Figure 3. Heteroscedasticity Test Results



Source: Data processed by SPSS 25 (2023)

Multiple Linear Regression Analysis

Based on the results of the processed data regression by using the SPSS version 25 program, the following results are obtained:

Table 5. Results of Multiple Linear Regression

Analysis Coefficients^a

Model	Unstandardized Coefficients		
		B	std. Error
1	(Constant)	9,789	3.102
	X1 LEADERSHIP	.347	.114
	X2 WORK MOTIVATION	.163	.075
	X3 WORK DISCIPLINE	.518	.084

a. dependent Variable: Y EMPLOYEE PERFORMANCE

Source: Data processed by SPSS 25 (2023)

Based on the results from table 5. above it can be seen that the regression equation that is formed is: $Y = 9.789 + 0.374 X1 + 0.163 X2 + 0.518 X3$

1. The constant value of 9.789 gives the understanding that if the Leadership factor is not carried out or is equal to zero (0) then the level of employee performance at Pelindo Ambon Container Terminal is 9.789.
2. The Leadership Coefficient (X1) gives a positive value of 0.347. meaning that every 1% change (X1) will affect employee performance efforts (Y) of 0.347 assuming other variables are constant, the effect on employee performance at Pelindo Ambon Container Terminal will increase.
3. Work Motivation Coefficient (X2) gives a positive value of 0.163. meaning that every 1% change (X2) will affect employee performance efforts (Y) by 0.163 with
 Assuming other variables are fixed, the effect on employee performance at Pelindo Ambon Container Terminal will increase.
4. The Coefficient of Work Discipline (X3) gives a positive value of 0.518. meaning that every 1% change (X3) will affect employee performance efforts (Y) of 0.518 assuming other variables are constant, the effect on employee performance at Pelindo Ambon Container Terminal will increase.

Correlation Coefficient & Determination Results

Table 6 Correlation

Results Summary model

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.847 ^a	.718	.695	1285	1922

a. Predictors: (Constant), X3 WORK DISCIPLINE, X2 WORK MOTIVATION, X1 LEADERSHIP

b. Dependent Variables: Y EMPLOYEE PERFORMANCE

Source: Data processed by SPSS 25 (2023)

Based on the results of table 6. it can be seen that the relationship or correlation between Leadership (X1), Work Motivation (X2), and Work Discipline (X3) on Employee Performance (Y), can be seen through the correlation coefficient. The result of the correlation coefficient or R

is 0.847, this shows that the relationship between Leadership (X1), Work Motivation (X2), and Work Discipline (X3) on Employee Performance (Y) at Pelindo Ambon Container Terminal has a relationship that is equal to 84.7% , and it can be seen that the coefficient of determination is found in the Adjusted R Square value of 0.695. this means that the ability of the independent variable to explain the dependent variable is 69.5%, the remaining 30.5% is explained by other variables not discussed in this study. It can also be seen that the result of the Coefficient of Determination or R square is 0,

Simultaneous Hypothesis Test (Test F)

The results of simultaneous hypothesis testing (Test F) can be seen in table 7 below:

Table 7. F Test Results ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	159,512	3	53,171	32,187	.000 ^b
	residual	62,773	38	1652		
	Total	222,286	41			

a. dependent Variable: Y EMPLOYEE PERFORMANCE

b. Predictors: (Constant), X3 WORK DISCIPLINE, X2 WORK MOTIVATION, X1 LEADERSHIP

Source: Data processed by SPSS 25 (2023)

Based on the test results in table 5.15 above, it can be seen in the Fcount value 32,187 with an F gradetable is 1.68 so that the value of Fcount > Ftable or 32,187 > 1.68 and a significant level of 0.000 < 0.05, it can be concluded that the variables Leadership (X1), Work Motivation (X2), and Work Discipline (X3) simultaneously have a significant effect on Employee Performance at Pelindo Ambon Container Terminal will experience an increase, so H4 can be accepted. Partial Hypothesis Test (t test)

The results of hypothesis testing (t test) partially can be seen in table 8 below:

Table 8. Coefficientsa

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	std. Error	Betas		
1	(Constant)	9,789	3.102		3.155	.003
	X1 Leadership	.347	.114	.301	3.037	.004
	X2 Work Motivation	.163	.075	.189	2.172	.036
	X3 Work Discipline	.518	.084	.609	6.146	.000

a. dependent Variable: Y EMPLOYEE PERFORMANCE

Source: Data processed by SPSS 25 (2023)

1. In table 8 the significant value coefficients for Leadership obtained a tcount of 0.301 while a ttable of 1,681, the results of this calculation indicate that tcount < ttable with a significance

- level of 0.004. Thus the results of statistical calculations show that partially the leadership variable has a positive and significant effect on employee performance at Pelindo Ambon Container Terminal, so H1 is acceptable.
2. In table 8. the significant value coefficients of Work Motivation obtained a tcount of 0.189 while a ttable of 1,681, the results of this calculation indicate that $tcount < ttable$ with a significance level of 0.036. Thus the results of statistical calculations show that partially the Work Motivation variable has a positive and significant effect on Employee Performance at Pelindo Ambon Container Terminal, so H2 is acceptable.
 3. In table 8, the significant value coefficients of Work Discipline obtained a tcount of 0.609 while a ttable of 1,681, the results of this calculation indicate that $tcount < ttable$ with a significance level of 0.000. Thus the results of statistical calculations show that partially the Work Discipline variable has a positive and significant effect on Employee Performance at Pelindo Ambon Container Terminal, so H3 is acceptable.

Discussion

The Influence of Leadership on Employee Performance at Pelindo Ambon Container Terminal

Based on the partial test results for Leadership, tcount (0.301) and significance value (0.004) < 0.05 , indicating that Leadership has a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.

The Effect of Work Motivation on Employee Performance at Pelindo Ambon Container Terminal

Based on the results of the partial test for Work Motivation, tcount (0.189) and a significance value (0.036) < 0.05 , indicating that Work Motivation has a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.

The Effect of Discipline on Employee Performance at Pelindo Ambon Container Terminal

Based on the partial test results for Work Discipline, tcount (0.609) and a significance value (0.000) < 0.05 , indicating that Work Discipline has a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.

The Influence of Leadership, Work Motivation, and Work Discipline on Employee Performance at Pelindo Ambon Container Terminal

Based on the results of simultaneous testing, namely Ftable is 1.68 so that the value of Fcount $> Ftable$ or $32,187 > 1.68$ and a significant level of 0.000 < 0.05 , it can be concluded that the variables Leadership (X1), Work Motivation (X2), and Work Discipline (X3) simultaneously significant effect on Employee Performance at Pelindo Ambon Container Terminal.

Conclusion

1. Partially Leadership has a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.
2. Partially Work Motivation has positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.

3. Partially Work Discipline has a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.
4. Simultaneously Leadership, Work Motivation and Work Discipline have a positive and significant influence on Employee Performance at Pelindo Ambon Container Terminal.

Suggestion

1. Pelindo Ambon Container Terminal to continue to improve competency regarding leadership for officials in the Ambon Container Terminal environment. So that the expertise possessed will increase which will have a positive impact on improving performance, and can help companies to further develop and compete in the port industry, especially Container Terminals.
2. It is necessary to maintain the channels of work motivation of existing employees, among others, incentives, operational assistance, updates to the latest container terminal application systems and others. Likewise, consistency in work discipline, we can see that work discipline instruments such as pre-employment briefings and compliance with rules and procedures affect employee performance.
3. For future research, which will conduct research on the same topic, to develop this research it is better to use different variables or indicators so that new and possibly more complete information can be obtained about what factors affect performance at Pelindo Ambon Container Terminal.

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