

**THE EFFECTS OF EMPLOYEES MOTIVATION,
COMPETENCY AND LEADERSHIP ON EMPLOYEES
PERFORMANCE IN JABODETABEK**

THESIS



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**MANAGEMENT PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
INTERNATIONAL UNDERGRADUATE CLASS
UNIVERSITAS MERCU BUANA**

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Proposed to Fulfill One of the Requirements to Achieve Undergraduate Degree in
Management at The Faculty of Economics and Business, Management
Undergraduate Program, Universitas Mercu Buana, Jakarta.



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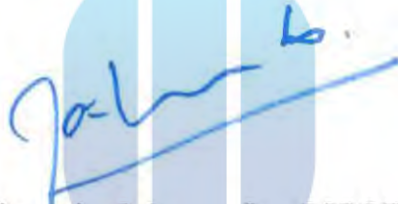
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If I quote from the work of others, I include the source by applicable regulations. I am willing to be subject to the cancellation of this thesis if it is proven that I have committed plagiarism.



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ABSTRACT

The purpose of this research is to analyze the effects of employees' motivation, competency, and leadership on employees' performance in Jabodetabek. The population in this study were 4,657,767 employees who worked in Jabodetabek (BPS, 2020). This study used a convenience sampling technique using google form to distribute questionnaires to 150 employees, with return of 210 respondents. Data were analyzed using Structural Equation Modeling by the help of SEM-PLS software version 3.0 for Windows. The results show that Motivation, Competency, and Leadership all have positive and significant effects on Employees' Performance in Jabodetabek. The highest effect to employees' performance is competency. Its effect to employees' performance is more than double the effect of leadership, followed by motivation.

Keywords: Motivation, Competency, Leadership, Employees' Performance



PREFACE

Alhamdulillahirobbil'alamin, Praise is merely to the Almighty Allah SWT for the gracious and mercy blessing that enables me to accomplish this thesis entitled: **“The Effects of Employees Motivation, Competency and Leadership on Employees Performance in Jabodetabek”**. This bachelor’s degree thesis is proposed to fulfill one of the requirements to achieve an e Undergraduate Degree at the Faculty of Economics and Business, International Management Program Universitas Mercu Buana.

I as author realized as a human being in this research could not be separated from mistakes and deficiencies due to a lack of knowledge and experience. The process of writing this research could not be separated from guidance, assistance, and meaningful supports from many individuals, especially **Dr. Singmin Johanes Lo, MSOD** as my supervisor who has given valuable advice, time, guidance, encouragement, and knowledge which are to the author. In this occasion, the author would like to thank all individuals who helped in the process of writing this thesis successfully, mainly to:

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I realize this thesis proposal is far from being perfect, but it is expected that this thesis proposal will be useful not only for the researcher, but also to the readers. For this reason, constructive thoughtful suggestions and critics are welcome to make this thesis better.

Finally, with all sincerity the author would like to apologize if there are mistakes and flaws in this thesis, might Allah SWT receive all her works and kindnesses. Aamiin ya robbal al'aamiin.

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