

## Improving overall performance through Laissez-Faire Intrinsic Motivation and leadership

Sulistiyani<sup>1</sup>, Edi Purwanto<sup>2</sup>

<sup>1 2</sup> Faculty of Economics and Business, University of 17 Agustus 1945 Semarang, Indonesia

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### Abstract:

**Background:** Motivation is an impulse that exists in a person to perform paintings in accomplishing goals, whilst laissez faire management is a frontrunner who does now no longer clearly care approximately the development of subordinates, then task pride suggests a feel of pride with the paintings that has been done. If intrinsic motivation and laissez faire management and task pride are increased, it's far was hoping that worker overall performance will increase. The motive of this have a look at become to research laissez faire management, inner motivation and task pride on worker performance

**Material and Method:** The populace on overall this take a look at had been the personnel of the Savings and Loans Cooperative Arta Graha Mandiri, Buana Arta Prima and Anugrah Tani Makmur, the Brebes Main Branch Office, amounting to 250.

**Result:** The evaluation method used SPSS verai on worker overall performance received t fee 8.018. Intrinsic motivation to activity pleasure received t fee 7.326. Laissez faire management on activity pleasure received t fee of 8.039 Variable activity pleasure with worker overall performance received t fee of 8.658 approach activity pleasure has a fantastic and tremendous impact on worker overall performance.

**Conclusion:** 1.) Internal motivation has a high-quality and sizeable impact on worker overall performance. 2) Laissez faire management has a high-quality and sizeable impact on worker overall performance. 3) Intrinsic motivation has a high-quality and sizeable impact on process pleasure. 4) Laissez faire management has a high-quality and sizeable impact on process pleasure. 5.) Job pleasure has a high-quality and sizeable impact on worker overall performance

**Key word:** Laissez-faire leadership, Intrinsic motivation, Job satisfaction, Performance

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### I. Introduction

Laissez-Faire management is primarily based entirely on trust. Laissez-Faire leaders abdicated and distanced themselves from decision-making. In particular, these leaders give their decision-making authority to managers and personnel (Al-Malki, 2018).

Laissez-Faire mode is a loose control mode. This fashion assumes that a mission is given to a group that usually determines their very own approach as a manner to acquire organizational goals and policies (Wahyuningsih, 2014). In enhancing the general overall performance of workers, it calls for humans to have delight of their paintings, in order that it has an effect on typical overall performance (Suntari 2018). Apart from in the agency in enhancing overall performance, the agency additionally video display units environmental factors, due to the fact the encircling surroundings encourages the incentive of employees to have the capacity to finish the paintings of superiors fast and according with control needs.

In addition to Laissez-faire leadership, corporations want intrinsic motivation to enhance overall performance. Motivation is one manner to enhance the general overall performance of workers, because of the reality that the inducement that exists inside the employees and the human beings round them may be capable of assist enhance ordinary overall performance, both without delay or indirectly.

(Suwatno, 2011) argues that intrinsic motivation is an impulse that has lively reasons, due to the fact in anybody there's an urge to do work. That is why intrinsic motivation is expressed as a shape of motivation with hobby that begins off evolved from an internal choice and is in reality a power inside someone associated with exciting knowledge.

According to (Oldham G.R., 2010) there are five matters that have an effect on the pride of workers` activities, specifically diversity, skills, identity, work, hobby in activities, autonomy, and remarks on their very own work.

Government Regulation Number forty-six of 2011 overall performance is an interest completed with the assist of each employee within side the organizational unit according with the desires of the employee in paintings activities. ) are overall performance plans and objectives that need to be finished with the aid of using

personnel inside a length of evaluation which can be actual and measurable and agreed upon with the aid of using personnel and their superiors.

(Brahmasari, 2008) indicates that overall performance is the fulfillment of organizational desires which may be within side the shape of quantitative or qualitative output, creativity, flexibility, reliability, or different matters favored via way of means of the organization. Emphasis on overall performance may be brief time period or lengthy time period, it could additionally be on the individual, institution or organizational level. Research performed via way of means of (Juniantara, 2015) with the take a look at device the use of PLS, states that motivation has a fine and good sized impact on worker pride, then studies performed via way of means of (Rahayu, 2016) with its evaluation device the use of the census studies method, states that process pride has an impact on on worker overall performance.

**Table 1**

Survey Data on the Amount of Budget and Work Realization Achieved by Employees of the Arta Graha Mandiri Savings and Loan Cooperatives, Buana Arta Prima and Anugrah Tani Makmur Main Branch Office Brebes Starting 2019 to 2020

Koperasi	Year	Number of employees	Revenue target (Rp)	Realization (Rp)
Arta Graha mandiri	2018	192	200.000.000	240.000.000
	2019	198	200.000.000	223.000.000
	2020	166	100.000.000	80.000.000
	2021	150	50.000.000	35.000.000
Buana Arta Prima	2018	184	150.000.000	167.000.000
	2019	194	155.000.000	169.000.000
	2020	100	30.000.000	27.000.000
	2021	150	30.000.000	40.000.000
Anugrah Tani Makmur	2018	103	100.000.000	117.000.000
	2019	103	100.000.000	120.000.000
	2020	96	50.000.000	27.000.000
	2021	96	50.000.000	22.000.000

Source: Primary data, 2021

Based on table 1.2 above, it can be seen that the percentage of income for each cooperative shows that in 2018-2019 the target and realization has increased, but from 2020 to 2021, the target and realization has decreased.

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According to (Hasibuan, 2016) motivation is an employee`s encouragement or intellectual mind-set of personnel that leads or encourages conduct in the direction of attaining wishes that offer satisfaction. Waliningsuci, 2017) said that management has no impact at the overall performance of personnel of PT. Entrepreneur Independent Bank (EIB) Indonesia Surabaya

## II. Material and Methods

### Intrinsic Motivation

Abraham Maslow, Theory X and Y and the idea of elements ( (Robbins, 2013) :a. Hierarchy of wishes idea Abraham`s hierarchy of wishes idea shows 5 degrees of wishes: a, Physiological wishes consist of hunger, thirst, shelter, sexual and different bodily wishes, b) The want for protection consists of a experience of trying to be included from bodily and emotional damage, c) Social wishes consist of affection, concern, attractiveness

and friendship, d) The want for esteem (esteem) consists of inner esteem elements which includes self-respect, autonomy and fulfillment and outside esteem elements which includes status, reputation and respect, e) The want for self-actualization (self-actualization) is the urge to come to be a person in step with one's skills .

According to (Peterson, 2011) said signs which can be categorized as intrinsic elements among a.) Achievement (Success). The achievement of a worker may be visible from the achievements he has executed in order that a worker can achieve sporting out his paintings, b) Recognition (popularity). Successful implementation, the chief should offer an announcement of popularity of the achievement of personnel, c) Work itself (the paintings itself). Leaders make actual and convincing efforts, in order that subordinates recognize the significance of the paintings they do and attempt to keep away from boredom with inside the paintings of personnel and make certain that each worker is proper of their paintings, d) Responsibility. Responsibility may be a motivating issue for subordinates if the chief avoids supervision or strict supervision, e.) Advancement (improvement). Development is one of the motivating elements for subordinates. If this improvement issue genuinely features as a motivator, then the chief can begin through education his subordinates for extra accountable paintings.

(Utari, 2015), (Siswanto & Wahjuningsih, 2015) and (Indarti, 2015) which led to studies that paintings motivation had a superb and great impact on worker overall performance, then (Indarti, 2015) which led to studies that paintings motivation had a superb and great impact on worker process delight

Hypothesis 1: the better the intrinsic motivation, the better the overall performance and Hypothesis 3: The better the intrinsic motivation, the better the overall performance

### **Laissez-Faire Leadership**

The laissez-faire management fashion assumes that duties are supplied to agencies that decide the strategies to obtain those dreams in an effort to obtain organizational dreams and policies (Wahyuningsih, Fitri and Komalasari, 2014)

Laissez-faire management is characterized with the aid of using the release of responsibilities and responsibility of assigned managers. The refusal to perform the supervisor's duties is accounted for with the aid of using the employee's dissatisfaction with the agency because the supervisor refuses to conform with the employee's demands. Employees experience insecure and uncomfortable whilst laissez-faire managers most effective steady their very own role within side the place of job and haven't any hobby in employees (Muenjohn, 2017)

This management fashion is a frontrunner who makes use of little or no of his energy or in any respect has allowed his subordinates to do as he pleased (Mattayang, 2019) Meanwhile (Anzhari, 2016) produced studies that management had a superb and great impact on worker overall performance. Also (Wuysang, 2016) which led to studies that management had a superb and great impact on worker process pride. Hypothesis 2: the better the laissez faire management, the better the overall performance and speculation 4: the better the laissez faire management, the better process pride

### **Job satisfaction**

According to (Mangkunegara, 2011) activity pride is a sense that helps or does now no longer help personnel who're associated with their paintings or to their condition.

Job pride in accordance to (Prasetyowati, 2016) is a pleasing emotional country wherein personnel view their paintings

Job pride is a pleasing or unsightly expression that arises from personnel in searching at paintings (Akinsola M. K., 2007)

(Rivai, 2009) the belief of process pride is an assessment that describes a person's emotions of being glad or sad

Job pride is the end result of personnel' perceptions of ways their paintings can offer some things this is taken into consideration important (Luthan, 2006) Then (Indarti, 2015) which leads to studies that process pride has a wonderful and sizable impact on worker overall performance. Hypothesis 5: The better the process pride, the better the overall performance

### **Performance**

According to (Mangkunegara, 2011) worker overall performance signs are as follows:

1. Cooperation. It is the cap potential of a worker to paintings collectively with different humans in finishing a exact task, which will gain most performance and effectiveness.
2. Constraints. Reliability in retaining way being capable of be in compliance with ethical and moral principles, being capable of broaden self-usually obedient morals and ethics, being capable of preserve honesty and sincerity to make a contribution to enterprise development and being capable of loose oneself from the manipulate of the bad effects of others.
3. Responsibility. Responsibility is the cap potential of an worker to finish the paintings assigned to him in addition to viable

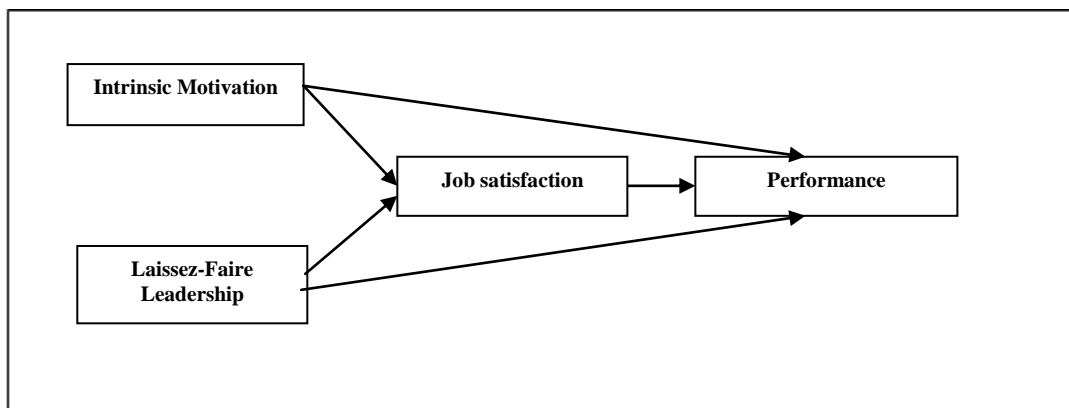


Figure 1. Conceptual Framework

Population in accordance to (Sugiyono, 2017) is a group of all factors which in this situation is described because the item of research. The populace on this have a look at had been personnel of the Arta Graha Mandiri Savings and Loan Cooperative, Buana Arta Prima and Anugrah Tani Makmur Main Branch Office of Brebes, amounting to 250 people.

Sampling the usage of proportional stratified random sampling technique, that's to decide the wide variety of samples randomly, all contributors of the populace have the equal possibility to be sampled (Sugiyono, 2017)), the dedication of the wide variety of samples the usage of the Slovin method is 154

Sampling information is the number one information is information received immediately from respondents and secondary information is information associated with the literature

$$\text{Model 1 } Y_1 = a + 1 X_1 + 2 X_2 + e \tag{1}$$

$$\text{Model 2 } Y_2 = a + 3 X_1 + 4 X_2 + 5Y_1 + e \tag{2}$$

### III. Result

#### Validity test

Table 1. Validity Test Results

Variabel	Item	count r	r table	Description
Intrinsic Motivation (X1)	X1.1	0,591	0, 198	Valid
	X1.2	0,685		Valid
	X1.3	0,681		Valid
Laissez Faire Leadership (X2)	X2.1	0,543	0, 198	Valid
	X2.2	0,550		Valid
	X2.3	0,574		Valid
	X2.4	0,411		Valid
Job Satisfaction (Z)	Z1	0,303	0, 198	Valid
	Z2	0,385		Valid
	Z3	0,446		Valid
	Z4	0,445		Valid
	Z5	0,546		Valid
Performance (Y)	Y1	0,480	0, 198	Valid
	Y2	0,633		Valid
	Y3	0,633		Valid

#### Reliability test

Tabel 2. Reliability Test Results

No	Variabel	Cronbachs Alpha	Minimum Value	Remarks
1.	Intrinsic Motivation	0,736	0,70	Reliabel
2.	Laissez Faire Leadership	0,846	0,70	Reliabel
3.	Job Satisfaction	0,873	0,70	Reliabel
4.	Performance	0,872	0,70	Reliabel

Descriptive data analysis

**Table 3.** Respondents by Gender, Age and Last Education

No	Gender	Frequency	Procentage
1	Men	78	50,6
2	Woman	76	49,4
<b>Ages</b>			
1	20-25 years	16	10,5
2	26-30 years	74	48,1
3	31-35 years	44	28,6
4	41-45 years	20	13,0
<b>Last Education</b>			
1	SMA/SMK	16	10,4
2	D3	44	28,6
3	S1	74	48,1
4	S2	20	13,0
	Jumlah	150	

**Table 4 :** Results of Linear Regression Model Equation I

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.827	1.405		12.686	.000
	Intrinsic Motivation	.159	.068	.884	7.326	.001
	Laissez Faire leadership	.140	.069	.862	8.039	.003

a. Dependent Variable: Job satisfaction

**Table 5 :** Coefficient of Determination of Equation I

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.261 <sup>a</sup>	.068	.856	1.493

**Table 6 :** Results of Linear Regression Model Equation I

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.613	1.864		5.694	.000
	Intrinsic Motivation	.180	.064	.803	7.250	.003
	Laizzer Faire leadership	.165	.064	.884	8.018	.001
	Job Satisfaction	.125	.075	.838	8.658	.002

a. Dependent Variable: Performance

**Table 7:** Coefficient of Determination of Equation II

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.181 <sup>a</sup>	.033	.813	1.378

a. Predictors: (Constant), Job Satisfaction, lazier faire leadership, Intrnsik motivation

b. Dependent Variable: Performance

**Table 8.** Results of Hypothesis-testing

Hypothesis	Relationship	Coefficient	T-stat	P-value	Conclusion
H <sub>1</sub>	(X <sub>1</sub> ) → (Z)	.884	7.326	.001	received
H <sub>2</sub>	(X <sub>2</sub> ) → (Z)	.862	8.039	.001	received
H <sub>3</sub>	(X <sub>3</sub> ) → (Z)	.075	.838	8.658	received

H <sub>4</sub>	(X <sub>1</sub> ) → (Y)	.064	7.326	.001	received
H <sub>5</sub>	(X <sub>2</sub> ) → (Y)	.064	8.018	.002	received

#### IV. Discussion

##### **Influence of Intrinsic motivation with performance**

The outcomes of the calculation of the intrinsic motivation variable received the fee of t count (7.250) > t table (1.960) with a significance (0.003 < 0.05) which means that inner motivation has a fine and big impact on worker overall performance.

Personnel of financial savings and mortgage cooperatives in Brebes are capable of do paintings and need to acquire most outcomes of their paintings, the belief of most overall performance, consequently personnel want to be recommended to deliver up the desire and exuberance for paintings, as a consequence developing most overall performance outcomes, in accordance to analyze through Rasti Ardini and Fadhli (2020).

##### **The influence of Laissez Faire leadership on performance**

The outcomes of the calculation of the laissez faire management variable received the fee of t count (8.018) > t table (1.960) with a significance (0.001 < 0.05) that means that intrinsic management has a fantastic and sizeable impact on worker overall performance. This indicates that the higher the manner the chief makes choices and the higher the manner the chief builds relationships with employees, the higher the worker overall performance will be. According to investigate via way of means of Noor Ubaidillah & Agus Prayitno (2020)

##### **The Influence of Intrinsic motivation with employee job satisfaction**

The consequences of the calculation of intrinsic motivation acquired the price of t count (7.326) > t table (1.960) with a significance (0.001 < 0.05) which means that paintings motivation has a advantageous and giant impact on task pleasure. personnel constantly do their jobs with enthusiasm and assist every different with co-employees through making accurate use in their loose time, in order that task pleasure not subjects due to the fact fellow personnel already apprehend every different and are conversant in encouraging and assisting fellow personnel, in accordance to investigate through Wayan Juniantara & I Gede Riana (2015)

##### **The influence of Laissez Faire leadership on job satisfaction**

The consequences of the calculation of the management variable acquired the cost of t count (8.039) > t table (1.960) with a significance (0.003 < 0.05) that means management has a wonderful and great impact on process pride. A character ought to be capable of behave and recognize what his subordinates need in attaining process pride. . The project of a frontrunner is to help individuals in offering information, aid and different sources which might be essential in attaining organizational goals, in accordance to analyze via way of means of Dewi Suryani Harahap (2019)

##### **The effect of job satisfaction on performance**

The effects of the calculation of the variable activity pride with worker overall performance acquired t value (8.658) > t table (1.960) with a significance (0.002 < 0.05) which means activity pride has a high quality and sizeable impact on worker overall performance. Enhancing worker overall performance, in accordance to investigate via way of means of Jekti Rahayu, (2016)

#### V. Conclusion

From the dialogue that has been carried out, conclusions may be drawn

1. Internal motivation has a high-quality and sizeable impact on worker overall performance
2. Laissez faire management has a high-quality and sizeable impact on worker overall performance
3. Intrinsic motivation has a high-quality and sizeable impact on process pleasure
4. Laissez faire management has a high-quality and sizeable impact on process pleasure
5. Job pleasure has a high-quality and sizeable impact on worker overall performance

##### **Research barriers**

Researchers used a questionnaire tool that became submitted to respondents thru the Head of Public Relations of the Savings and Loans Cooperative in Brebes. In this situation the researcher had a touch issue getting permission from the pinnacle of public family members to distribute questionnaires immediately to respondents, which on this have a look at tested inner motivation, laissez faire leadership, task delight and performance.

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