

# **The Influence of Leadership Techniques and Motivation to Keep Employees Productivity at the Adventist University of Indonesia**

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**Abstract:** This research was conducted to determine how the influence of Leadership Techniques and Motivation to Keep Employee Productivity at the Adventist University of Indonesia. For that have been studied 54 samples of 117 total permanent employees in the Adventist University of Indonesia. Primary data were obtained through the filing of several questions in the form of questionnaires to the respondents. Previously, validity and reliability test of the questionnaire are conducted by using Spearman Brown formula with the result: Leadership Techniques Questionnaire has a value of  $r_{11} = 0.97$ , Motivation Questionnaire has a value of  $r_{11} = 0.881$ , and Labor Productivity Questionnaire has a value of  $r_{11} = 0.965$ . The three values of  $r$  is greater than 0.60 or when compared with the  $r_{table}$  for  $n = 30$ , significance level ( $\alpha$ ) = 0,05 obtained  $r_{table} = 0.361$  indicates that the questionnaire instrument of Leadership Techniques, Motivation and Labor Productivity has a high reliability and the result of the instrument are trustworthy.

Data obtained from the respondents were processed using statistical analysis programs, and the result: Leadership Techniques average value of the respondent's answer are amounted to 3.98. This value is in the interval 3.40 to 4.19 with Good interpretation. Motivation is in the good category, as indicated by the average value of 3.82, and labor productivity is in the good category, which is indicated by the average value of 4.18. By conducting F test, obtained a result of F count = 27. 433. While using  $\alpha$  0.05 obtained F table = 3.18. Therefore rejected H0 and accept H1 which has the meaning of Leadership Techniques and Motivation has a positive influence over labor productivity by the percentage of 51.8%, while the other factors that affect labor productivity are amounted to 48.2% which was not investigated in this study.

**Keywords:** Leadership techniques, motivation and labor productivity