



UNIVERSITAS BHAYANGKARA JAKARTA RAYA
FAKULTAS EKONOMI DAN BISNIS

Kampus I : Jl. Harsono RM No. 67 Ragunan Pasar Minggu, Jakarta Selatan
Kampus II : Jl. Raya Perjuangan, Bekasi Utara Telp : 021. 88955882
Website: www.ubharajaya.ac.id

SURAT KETERANGAN

Nomor: SKET/141/I/2024/FEB-UBJ

Yang bertandatangan dibawah ini :

Nama : Dr. Dewi Puspaningtyas Faeni, B.Sc., MBA.
NIP : 2206560
Jabatan : Dekan Fakultas Ekonomi dan Bisnis

Dengan ini menerangkan bahwa nama :

1. Nama : Arni Andriyani¹
NPM : 201910325131
Jabatan : Mahasiswa Prodi Manajemen
2. Nama : Dr. Sugeng Suroso, S.E., M.M.²
NIDN : 0316066201
Jabatan : Dosen Tetap Prodi Doktor Ilmu Manajemen
3. Nama : Ery Teguh Prasetyo, S.E., M.M.³
NIDN : 0305037705
Jabatan : Dosen Tetap Prodi Manajemen
4. Nama : Matdio Siahaan, S.E., M.M., C.PNNLP., C.LMA.⁴
NIDN : 0413047002
Jabatan : Dosen Tetap Prodi Manajemen
5. Nama : Dr. Ari Sulistyowati, S.E., M.M.⁵
NIDN : 0331078303
Jabatan : Dosen Tetap Prodi Manajemen

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DEKAN FAKULTAS EKONOMI DAN BISNIS

Dr. Dewi Puspaningtyas Faeni, B.Sc., MBA.
NIP : 2206560

Tembusan:
- Arsip.

The Effect of Leadership Style and Teamwork on Employee Performance Through Whatsapp Media Usage as an Intervening Variable at PT. Air Mas Perkasa



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Arni Andriyani¹, Sugeng Suroso², Ery Teguh Prasetyo³, Matdio Siahaan⁴, Ari Sulistyowati⁵

Students of Bhayangkara Jakarta Raya University and Lecturers of Postgraduate Faculty of Economics and Business at Bhayangkara Jakarta Raya University

arni.andriyani19@mhs.ubharajaya.ac.id¹, sugeng.suroso@dsn.ubharajaya.ac.id²,
ery.teguh.prasetyo@dsn.ubharajaya.ac.id³, matdio.siahaan@dsn.ubharajaya.ac.id⁴,
ari.sulistyowati@dsn.ubharajaya.ac.id⁵

Abstract

Purpose - This study aims to determine the effect of Leadership Style and Teamwork on Employee Performance Through Whatsapp Media Usage as an Intervening Variable at PT. Air Mas Perkasa.

Design/methodology/approach - This study used a quantitative method with sampling used by random sampling technique. The number of samples used in this study were 110 respondents. Testing the research hypothesis was carried out using the outer model and inner model tests in the PLS SEM with the help of the SmartPLS version 4.0 program.

Findings - Hypothesis testing was conducted using outer model and inner model tests in the Structural Equation Model Partial Least Square (SEM-PLS) with the help of SmartPLS program version 4.0. The results of the research that has been done there are variables that influence each other or do not influence.

Originality/value - Based on this research, it shows that leadership style has no direct effect on employee performance, teamwork has a direct effect on employee performance, and the use of whatsapp media has a direct significant effect on employee performance. Furthermore, leadership style has no indirect effect on employee performance through the use of whatsapp media and teamwork has an indirect effect on employee performance through the use of whatsapp media.

Keywords : Leadership Style, Teamwork, Employee Performance, Whatsapp Media Usage

Paper type : Research paper

1. Introduction

Human Resources (HR), is a very important factor that cannot be separated from an organization. Human Resources (HR) is the key in determining the company's development. In essence, Human Resources (HR) are human beings who are empowered in organizations as initiators of ideas, movers and planners in achieving the mission of an organization or company. The source of human resources is the company's main factor compared to other factors that generate resources such as capital or technology, because it is the people themselves who will reactivate other factors. In general, the notion of Human Resources (HR) is divided into two, namely macro and micro meanings. The definition of Human Resources (HR) at a macro level is the people of the entire country who have reached a productive age at work, both those who have been able to work and those who have not yet been able to work. Meanwhile, the understanding of Human



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