

# Peranan kepemimpinan dan motivasi terhadap kinerja pemeriksa paten di direktorat paten, direktorat jenderal hak kekayaan intelektual, Departemen Hukum dan HAM RI = The role of leadership and motivation to the performance of patent reviewers at directorate of patent, directorate general of intellectual rights, department of law and human rights, RI : a case study on directorate of patent office, directorate general HKI

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## Abstrak

In this globalization era, technology plays a very important role in determining the state's economy. The vast development of technology demands that the protection system of intellectual Rights. Patent in particular, to be enhanced. Patent is part of intellectual Rights which gives protection on technological invention. Patent protection is very strategic as through the protection, the spirit of inventors' creativity to produce more inventions would be nurtured which will lead to the development of new technology. From this new technology development, the direct impact would be on the increase of investment. The increase of investment would then lead to the society prosperity.

Based on empirical data, there is accumulating increase of backlog reviews on patent yearly. If this problem is not solved, it would create bad image on Directorate General HKI, to the nation in general, in establishing patent system. In that sense, the writer is interested to research on the role of leadership as an external factor of Patent Reviewers and motivation as an internal factor of Patent Reviewers to their work performance. The aim of this research is to explain the role of leadership and motivation to the work performance of Patent Reviewers at the Directorate Patent, Directorate General of Intellectual Rights, Department of Law and Human Rights, RI.

The research method in used is a survey method on the whole population of Patent Reviewers which comprised of 65 people. Before conducting the analysis, a validity test was conducted on all instruments by using Pearson correlation technique and reliability test by using Spearman Brown technique. Verified and reliable data then was analyzed further by using correlation test of Rank Spearman to determine the relation between leadership - performance and motivation - performance. As to determine the relation between both leadership and motivation on performance, multiple correlation analysis is used. Variable with higher the correlation score is the one of the two variables with stronger relation to performance.

From the analysis, it can be concluded that between motivation and performance, there is a medium level of relation with correlation level of 0.574. Between leadership and performance, there is a very low level of relation with correlation level of 0.103. As to the relation of both leadership and motivation to performance, there is a strong relation with correlation level of 0.639. Hence, it can be concluded that motivation has a stronger level of relation to performance compared to leadership.

Based on these findings, it can be concluded that the result on field approved with the existing theory. Furthermore, the high performance of Patent Reviewers was influenced by high motivation of Patent Reviewers in conducting their tasks. The amount of patent backlog was due to the lack of effectiveness of leadership existed at present in indulging Patent Reviewers performance.

Related to these Findings, recommendations from the writers to improve the level of Patent Reviewers' performance are as follow:

1. In the effort of improving Patent Reviewers' performance, the Directorate of Patent needs to implement performance management process.
2. The Directorate Patent needs to improve control upon Patent Reviewers' work performance as to minimize backlog. Hence, information technology support is needed in the form of Management Information System collaborate with control on all output of patent reviews. With this information technology support. each supervisor will be more effective and efficient in controlling the Patent Reviewers' performance.
3. To create positive work environment for performance improvement and give more work motivation, the Directorate should give rewards for high performance Patent Reviewers and punishment for those with low performance as stated in the regulation.