

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLES AND MOTIVATION TOWARDS EMPLOYEE PERFORMANCE ON PT. BERLIAN PUTIH NUSANTARA

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ABSTRACT

This study aims to determine the influence of transformational leadership style and motivation on employee performance at PT. Diamond White Nusantara Persial and Simultaneously. This research method uses the Koralasional Quantitative Research Method with Pendektana Survey and uses Primary Data processed using SPSS. The population in this study is all employees of PT. Berlian Putih Nusantara amounted to 56 employees and samples were used for saturated samples, where the entire Population was Sampled. The results of this study show that there is an Influence of Transformational Leadership Style and Motivation on Employee Performance at PT. Berlian Putih Nusantara Both initially and simultaneously,

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1. INTRODUCTION

This era of Globalization requires the existence of qualified and competent human resources to produce quality performance so that the Organization will continue to survive in increasingly fierce competition. Human Resources is one of the critical factors of competition in this globalization, which is fierce in various fields. how to create quality human resources, have accumulative skills, and are highly competitive.

Employee Performance is a Key Factor in Effectively and Efficiently Developing an Organization. The organization highly expects good Karywan Performance because by having good performance, the organization's goals can be achieved well.

PT. PT. Berlian Putih Nusantara is a company engaged in Property Services, General Contractors, Suppliers, and Rental Equipment. In Employee Performance at Pt. Berlian Putih Nusantara, there is still employee performance that is not optimal. Performance that is less than optimal can reduce the Level of Performance in the Company decreases. Based on Observations, some factors affect Employee Performance, namely Leadership Style and Motivation.

Employee Performance according to Bernadin and Russel (2011) Performance Is the Result produced By Certain Job Functions. The work results are the abilities, expertise, and desires achieved. Meanwhile, according to Mangkunegara (2002) Performance is the Result of Work in Quality and Quantity achieved by a person in carrying out his functions by the responsibilities given to him.

Transformational Leadership Style according to Modiani (2012) is the Ability to provide Inspiration and Motivation to his Followers to achieve greater Hasil original for Internal Rewards. Meanwhile, according to Veithzal Rivai, Transformational Leadership Style is a Process of Leaders and Their Followers raising each other to the level of Morality and Motivation as an Organizational Spirit.

According to Terry G. (1986), motivation is the desire in an Individual that encourages him to do Deeds. Meanwhile, according to Hasibun (1999) Motivation is a manifestation of the desire of the driving force of one's will work because each Motiv has a specific goal to be achieved.

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2. METHOD

This research Method uses the Survey Method with a Correlational Quantitative Research Approach to determine the Influence between Variables. The population used in this study is all employees of PT. Berlian Putih Nusantara with a total of 56 employees. The sample in this research uses Saturated Sample, based on this study because the population number is not greater than 100 respondents, so the author takes 100% of the total population in PT. Berlian Putih Nusantara, namely as many as 56 respondents to be used as samples.

3. RESULT AND DISCUSSION

Coefficients

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.104	7.874		.775	.442
Transformational leadership style	.262	.108	.209	2.431	.018
Motivation	.712	.080	.763	8.859	.000

a. Dependent Variable: employee performance

From the statistical data processing table above, a multiple linear regression equation is obtained as follows:

$$Y = a + b_1 X_1 + b_2 X_2$$

$$Y = 6.104 + 0.262 X_1 + 0.712 X_2$$

A regression equation model can be made from the equation above.

1. Constant (a)

The constant value (a) of 6,104 indicates that if the transformational leadership style (X1) and Motivation (X2) variables are equal to zero or cost, the employee performance value (Y) will increase by 6,104 units.

2. Constants (b1)

Constant (b1) for transformational leadership style variable (X1)

The magnitude of the regression coefficient value (b1) for the transformational leadership style variable is 0.262. A positive b1 value indicates a unidirectional relationship between employee performance (Y) and transformational leadership style (X1) which means that if the transformational leadership style (X1) increases by one unit, the employee performance value (Y) will also increase by 0.262 units, assuming that other independent variables are constants.

4. Constants (b2)

Constant (b2) for the motivation variable (X2) The magnitude of the regression coefficient value (b2) for the motivation variable is 0.712. A positive b2 value indicates a unidirectional relationship between employee performance (Y) and motivation (X2) which means that if motivation (X2) increases by one unit, the employee performance value (Y) will also increase by 0.712 units, assuming that other independent variables are constants.

Model Summary

Type	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.780 ^a	.608	.593	6.605

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- a. Predictors: (Constant), motivation, transformational leadership style
- b. Dependent Variable: employee performance

Based on the table above, the value of the correlation coefficient between Transformational leadership style and motivation for employee performance is 0.780. Thus it can be concluded that between the variables Transformational leadership style and motivation towards employee performance has a strong relationship and 0.780 is at a coefficient interval of 0.60-0.799 (strong).

Model Summary

Type	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.780 ^a	.608	.593	6.605

- a. Predictors: (Constant), motivation, transformational leadership style
- b. Dependent Variable: employee performance

Based on the table above, it can be seen that the value of the coefficient of determination (R²) is 0.608. Furthermore, the calculation of the coefficient of determination (KD) is used to determine the magnitude of the influence of transformational leadership style and motivation variables on employee performance.

$$KD = R^2 \times 100\%$$

$$KD = 0.608 \times 100\%$$

$$= 60.8\%$$

It can be concluded that Transformational leadership style (X₁) and motivation (X₂) contributed 60.8% to employee performance (Y) while the remaining 39.2% was influenced by other variables that were not discussed in this study.

Coefficients

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.104	7.874		.775	.442
	Transformational leadership style	.262	.108	.209	2.431	.018
	Motivation	.712	.080	.763	8.859	.000

- a. Dependent Variable: employee performance

Based on the results of the t-test in table 4.26 above, the hypothesis test results are as follows:

H₁ = Transformational Leadership Style (X₁) Initially affects Employee Performance.

Based on the t-test table, the independent variable Transformational leadership style has a sig value of 0.018 which means that the value is equal to a significant level (0.018 > 0.05). then the t-table in this study is 2.005. Moreover, it obtained a t-count of 2,431, meaning it is greater than the t-table (2,431 > 2,005). This means that H₀ was denied that H_a was accepted, It can be concluded that transformational leadership style is initially significantly influential on employee performance.

H₂ = Motivation (X₂) Initially affects Employee Performance

Based on the t-test table, the independent variable Motivation has a sig. value of 0.000 means that the value is below a significant level (0.000 > 0.05). then the t-table in this study is 2.005. Moreover, it obtained a t-count of 8,859, meaning it is greater than the t-table (8,859 > 2,005). So it can be concluded that the independent variable Motivation initially influences employee performance.

- 1) Test F (Simultaneous)

ANOVA

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Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3583.808	2	1791.904	41.075	.000 ^b
	Residual	2312.121	53	43.625		
	Total	5895.929	55			

a. Dependent Variable: employee performance

b. Predictors: (Constant), motivation, transformational leadership style

Based on the table above, the results of hypothesis testing are as follows:

H3: Transformational leadership style (X1) and Motivation (X2) together (Simultaneously) affect employee performance (Y) at PT. Nusantara White Diamond. Sig Value. is 0.000, which means that the value is smaller than the significant level of 0.05 (5%), which is $0.000 < 0.05$. Apart from the table, the F-count value is 41,075. Based on the test requires that if $F_{hitung} > F_{tabel}$, then H_0 is rejected and H_a is accepted, meaning that Transformational Leadership Style (X1) and Motivation (X2) together (Simultaneously) have a positive and significant effect on employee performance.

Discussion

Based on the test results statistically and in Direct Observation, it can be seen that partially (singly) and simultaneously (together) free variables affect bound variables. The results of this study are also the results of previous studies. The explanation of each variable influence is explained as follows : In the calculation results of the correlation coefficient of 0.780, it can be concluded that transformational leadership style and motivation towards employee performance have a strong relationship of 0.780 at a coefficient interval of 0.60-0.799 (strong). The value of the coefficient of determination of 0.608 means that transformational leadership styles and motivation contribute 60.8% to employee performance. While the remaining 39.2% was influenced by other variables not discussed in this study. The results of the calculation of SPSS version 22 obtained a calculated value of 2,431 and a table of 2,005 showing that the calculated value $> t_{tabel}$ ($2,431 > 2,005$) means that H_0 is rejected and H_a is accepted or there is an influence between transformational leadership styles on employee performance at PT. Nusantara White Diamond. Based on observations at the research site, transformational leadership style influences employee performance because the more companies implement transformational leadership styles well, the more they feel comfortable at work, and employee performance increases. The results of this study are supported by the results of previous research conducted by Anglian Permana, Rani Puspa, Listiyawati, and Wahyudi. The Scientific Journal of Management and Business, Volume 3, No. 1 March 2017 examines the Influence of Transformational Leadership Style and Work Discipline on Employee Performance in the Tourism and Sports Office. In the Business Administration (JAB) Jun ran Volume 54, No.1, January 2018 which examines the Effect of Motivation and Job Satisfaction on the Performance of AJB Bumi Putra Employees. The calculation results of SPSS version 22 obtained a calculated value of 8,859 and a table of 2,005 showing that the calculated value $> t_{tabel}$ ($8,859 > 2,005$) means that H_0 is rejected and H_a is accepted or there is an influence between motivational styles on employee performance at PT. Nusantara White Diamond. Based on the study's results with direct observations, motivation for employee performance at PT. Berlian Putih Nusantara Is Influential because Motivation is very important in improving employee performance if the motivation for employees is met, the higher the motivation for employees to work better and can improve employee performance according to company expectations. The results of this study are supported by the results of previous research conducted by Achmad Fadhil and Yuniadi Mayowan. The calculation results obtained the Fhitung value of $> F_{tabel}$ ($41,075 > 3.17$) while when viewed from the signification value of $0.000 < 0.05$ which means H_0 is rejected and H_a is accepted. hence there is an influence of transformational leadership style and motivation on employee performance at PT. Berlian Putih Nusantara together (Simultaneously). Based on the results of research with direct observations that Transformational Leadership Style and Motivation towards Employee Performance Have an Effect because Leadership with a Transformational Leadership Style encourages employees to work better, and leader guidance and

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direction towards employees are indispensable for the smooth running of the Company Tasks, leaders build direct communication well to make employees motivated in work. Leaders who motivate subordinates by fulfilling the needs of employees make employees feel enthusiastic at work and produce a good performance. This study's results align with the research of Chandra Andika, Andi Purnomo, M Djuhdi, and Yuniadi Mayowan. Journal of Administration and Business (JAB) Volume 8, No.1 July 2018 examines the Influence of Transformational Leadership Styles and Motivation on Employee Performance at PT. Premier Management Consulting

5. Conclusion

Transformational Leadership Style towards Employee Performance at PT. Berlian Putih Nusantara influences the results of the SPSS calculation version 22. A calculated value of 2,431 and a table of 2,005 shows that the calculated value > ttable (2,431 > 2,005) means that H_0 is rejected and H_a is accepted or there is an influence between Transformational leadership style on employee performance at PT. Nusantara White Diamond. This proves hypothesis H1. Motivation for Employee Performance at PT. Berlian Putih Nusantara has an influenced by the calculation results of SPSS version 22 obtained a calculated value of 8,859 and a table of 2,005 shows that the calculated value > ttable (8,859 > 2,005) means that H_0 is rejected. H_a is accepted or there is an influence between motivational style on employee performance at PT. Nusantara White Diamond. This proves the H2 Hypothesis. There is an Influence together with the calculation results obtained the value of Fhitung > Ftabel (41,075 > 3.17) while when viewed from the significant value of $0.000 < 0.05$ which means H_0 is rejected and H_a is accepted. then there is an influence between transformational leadership style and motivation to face employee performance at PT. Berlian Putih Nusantara together (Simultaneously). This proves hypothesis H3.

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