THE EFFECT OF TRANSFORMATIONAL LEADERSHIP STYLE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT TRIBE FIRE FIGHTING AND OFFICE SAVING SECTOR TAMANSARI JAKARTA BARAT

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Abstract

The performance of employees in the fire prevention and rescue service is very important. Employee performance in firefighting and rescue service is influenced by the variables of Transformational Leadership Style and Work Environment. This research uses multiple linear regression analysis method approach. Samples were taken as many as 44 respondents. The Transformational Leadership Style variable has a significant influence on the Employee Performance variable of 16.5%, the Work Environment Variable has a greater influence on the Employee Performance variable than the Transformational Leadership Style variable of 23.5%. While the influence of the Transformational Leadership Style and the Work Environment together (simultaneously) has a significant influence on the Performance of the Fire and Rescue Service Sub-dept. of the West Jakarta Tamansari Sector Office by 29.5%.

Keywords : Employee Performance, Transformational Leadership Style, Work Environment.

INTRODUCTION

The phenomenon that occurred when the author made initial observations at the Tamansari Sector Fire and Rescue Sector, West Jakarta, showed facts that described the low performance of employees, such as the high frequency of fires, there are still some employees who are less efficient in carrying out their work duties, lack of respect for time, wasteful. in the use of costs, completion of tasks that are not on time, employee initiatives and innovations are still lacking, employee loyalty and skills are lacking, there are still errors in task completion procedures, apart from that the existing work facilities or facilities are inadequate, the number of work equipment needed damaged equipment such as personal protective equipment, rescue equipment, and fire trucks and equipment which are currently considered very important in relation to the completion of work tasks. Poor performance also stems from poor coordination and can also lead to poor communication as well. Poor communication between these leaders in a program can result in subsequent programs. So there are often misunderstandings and misunderstandings between them. In fact, the leaders in addition to dealing with the implementation of work programs should have cultural ties.

The definition of performance is "the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Measurement of performance needs to be carried out to find out whether during the implementation of performance there is a deviation from the predetermined plan, or whether performance can be carried out according to the specified time schedule, or whether performance results have been achieved as expected[1]. To carry out this assessment requires the ability to measure performance. Therefore, a performance measure is needed. The performance of an employee or workforce will be determined by the factors that are the driving force of human motivation in improving their work, these include [2]:

    1) Achievements.
    2) Recognition
    3) Challenge
    4) Responsibility
    5) Development
    6) Involvement
    7) Opportunity

Dimensions of Employee Performance There are several opinions regarding the factors that affect employee performance. Employee performance is influenced by several dimensions, namely [3]:

    1) (Quality of Work)
    2) (Quantity of Work)
    3) (Job Knowledge)
    4) (Teamwork)
    5) (Creativity)
    6) (Innovation)
    7) (initiative)

Employee Performance Indicators Employee performance measurement says that almost all ways of measuring performance consider the following [4]:

    1) Quantity, namely the amount that must be completed or achieved.

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[1] Moeheriono, 2012. Pengukuran Kinerja Berbasis Kompetensi, Jakarta, Rajawali Pers
[2] T, Nuraini. 2013. Manajemen Sumber Daya Manusia, Yayasan Aini Syam: Pekanbaru
[3] Malthis & Jackson. 2011.Human Resource Manajemen Sumber Daya Manusia terjemahan jilid I & II.Jakarta: Salemba Empat.
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2) Quality, namely the quality that must be produced (good or not). The qualitative measurement of the output reflects the measurement or level of satisfaction, namely how well it is completed.

3) Punctuality, namely whether or not according to the planned time.

Leadership Style Leadership style is the interaction of two or more people in a structured or restructured group of situations, perceptions and expectations of members. The two people are leaders with their subordinates. Both or more equate perceptions and expectations in order to have the same mindset, attitude pattern, and pattern of action in meeting shared expectations. Transformational Leadership Style, namely leadership where the leader provides individual attention, intellectual stimulation and the leader has charisma[5].

Transformational leadership calls for more on the moral values of followers in an effort to increase their awareness of ethical issues. Dimensions of Transformational Leadership Style, Transformational leadership has four dimensions [6]:

• Charisma

• Inspiration

• Intellectual simulation

• Individualized consideration

Work Environment states "The work environment is everything that is around the workers".

dan who can influence himself in running assigned tasks, such as cleaning, music, lighting and others. [7]"Factors Affecting the Work Environment, that in general, the type of work environment is divided into two factors, namely physical work environment factors and non-physical work environment factors. Seeing the problems and definitions above, this paper is to analyze how much influence transformational leadership style has. on the performance of the Fire and Rescue Service Sub-dept. of the West Jakarta Tamansari Sector Office.

RESEARCH METHODS

This research was conducted at the City Fire and Rescue Sub-dept., Tamansari Sector Office, West Jakarta. This research is a quantitative research. Where in this study all the data that the authors used were analyzed statistically [8]. The data that the authors get is primary data that has never been used in previous research. The research methodology used is descriptive and explanatory survey methods. "surveys is various services regularly conduct which involve interview with a large number of respondents using predesigned questionnaire, surveys may be classified on the basis on their content if psychographics and life styles, advertising evaluation or general surveys" periodical conducted by involving interviews with a large number of respondents using pre-designed questionnaires, surveys can be classified on the basis of psychographic and lifestyle content, advertising evaluations or general surveys [9].

RESULT AND DISCUSSION

A. Results

Characteristics Respondent Based on Education

[5] Surbakti dan suharnomo, 2013, Kepemimpinan transformasional meningkatkan kesadaran para pengikutnya dengan menarik cita-cita dan nilai-nilai seperti keadilan (justice), kedamaian (peace) dan persamaan (equality)Husein, U., 2003. Metode Riset Perilaku Organisasi. Jakarta : Gramedia.

[6]Lidya, Rorimpanday. 2013. Gaya Kepemimpinan Trasformasional, transaksional, Situasional , Pelayanan dan Autentik Terhadap Kinerja Pegawai Kelurahan di Kecamatan Bunaken Kota Manado. Fakultas Ekonomi dan Bisnis Jurusan Manajemen. Jurnal EMBA. ISSN 2303-1174. Vol.1 No.4: 2233-2244

[7]Danang Sunyoto, 2012:43 jenis lingkungan kerja terbagi menjadi dua faktor yaitu faktor lingkungan kerja fisik dan faktor lingkungan kerja non fisik..

[8]Suharsimi, Arikunto, 2006, Prosedur Penelitian: Suatu Pendekatan Praktek, Jakarta: Rineke Cipta

[9]Riduwan. 2012. Dasar-Dasar Statistika. Bandung: Alfabeta.

Table 1. Education

	Fre-quency	Percent	Valid Per-cent	Cumula-tive Percent
Valid S1	8	18.2	18.2	18.2
S2	1	2.3	2.3	20.5
senior High School	34	77.3	77.3	97.7
junior high school	1	2.3	2.3	100.0
Total	44	100.0	100.0	

Table 2. Characteristics of Respondents Based on Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <= 30 TH	8	18.2	18.2	18.2
31 SD 40 TH	27	61.4	61.4	79.5
41 SD 50 TH	8	18.2	18.2	97.7
> 50 TH	1	2.3	2.3	100.0
Total	44	100.0	100.0	

Table 3. Characteristics of Respondents Based on Address

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid BOGOR	1	2.3	2.3	2.3
DEPOK	1	2.3	2.3	4.5
JAKBAR	20	45.5	45.5	50.0
JAKSEL	7	15.9	15.9	65.9
JAKTIM	3	6.8	6.8	72.7
JAKUT	4	9.1	9.1	81.8
TANGERANG NG	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Table 4. Leadership Style Variable Validity Test (X1)

Statement	*Pearson Correlation*	Mark *Sign.* vs Alpha (0.03)	Information
X1.1	0.799	0.000 < 0.03	Valid
X1.2	0.715	0.000 < 0.03	Valid
X1.3	0.614	0.000 < 0.03	Valid
X1.4	0.623	0.000 < 0.03	Valid

Table 5. Work Environment Variable Validity Test (X2)

Statement	*Pearson Correlation*	Mark *Sign.* vs Alpha(0.03)	Infor-mation
X2.1	0.774	0.000 < 0.03	Valid
X2.2	0.556	0.000 < 0.03	Valid
X2.3	0.749	0.000 < 0.03	Valid
X2.4	0.684	0.000 < 0.03	Valid

Table 6. Employee Performance Variable Validity Test (Y)

Statement	*Pearson Correlation*	*Sign* Value . Vs Alpha(0.03)	Infor-mation
Y1	0.665	0.000 < 0.03	Valid
Y2	0.755	0.000 < 0.03	Valid
Y3	0.739	0.000 < 0.03	Valid
Y4	0.447	0.002 < 0.03	Valid

Table 7. Reliability Test Results

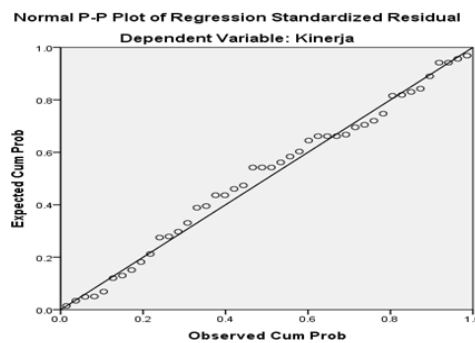| Variable	Alpha Cronbach	Mark Comparison	Information
Leadership Transformational	0.632	0.60	Valid
Environment Work	0.633	0.60	Valid
Performance Employee	0.553	0.60	Valid

Figure 1. Test Normality

Based on the two pictures Normal P- P Plot above, seen that the plot have something pattern line straight, so that could concluded that the data distribute normal

Table 8. Test Multicollinearity

| Model | Collinearity Statistics | |
	Tolerance	VIF
1 (Constant)		
GayaKepemimpinan	.841	1.189
LingkunganKerja	.841	1.189

From the table above, it can be seen that the VIF value has a value above the number 1 and below the value 10, so it can be concluded that there is no multicollinearity problem from variable X to variable Y.

Based on the graph, it can be seen that the points spread above and below the number 0 on the Y axis. So it can be said, the results of this test are that there is no heteroscedasticity   on   the data, it means data which there is homogeneous.
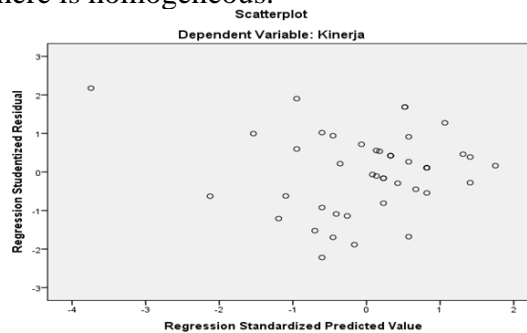

Figure 2. Heteroscedasticity Test

Table 9. Multiple Regression Analyst

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
	B	Std. Error	Beta	t	Sig.
1 (Constant)	2,368			3.099	.004
Leadership	.130		.264	1,873	.068
Environment Work		-124	.387	2,745	.009

Table 10. t test

Model	Unstandardized Co-efficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant) Leadership	2,368 .130	.264	3.099 1,873	.004 .068
Environ-ment Work	-124	.387	2,745	.009

Table 11. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.543 a	.795	.260	1.56814

From results processing data SPSS 22 on table in on with see Mark R *Square* that is as big as 0.795 socould in know Mark coefficient determination (KD) = R^2 x 100% that is 0.795 x 100% = 79.5% that can be di conclude big influence Style Leadership and Environment Work by together as big as 79.5% and the rest as big as 20.5% in influence by variable other

Table 12. Test Together (Test F)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	42.155	2	21.078	8.571	.001b
Residual	100.822	41	2.459		
Total	142.977	43			

From results processing data SPSS 22 on table in on in know big Fcount = 8,571 if in compare with Mark F table with use probability 0.05 F table = 0.05 (2;42) = 3.23 so could in know F count is greater than F table ie 8,571 > 3.23 or H0 is rejected and Ha in accept. It means that Style leadership Transformational and the environment work take effect to performance Employee.

B. Discussion

the influence of transformational leadership style on the performance of the employees of the Fire and Rescue Service Office of the West Jakarta Tamansari Sector Office. From the coefficients table, the beta value for X1 against Y is 0.244 with a probability value (sig) = 0.68 because the sig value is greater than 0.05, the decision is H0 is accepted and Ha is rejected so that the significant influence of X1's Transformational Leadership Style on Employee Performance (Y) this shows that the employee's performance is strongly influenced by the Transformational Leadership Style, the influence of the work environment on the performance of the employees of the Fire and Rescue Service Office of the West Jakarta Tamansari Sector. From the table coefficients, the beta value for X2 against Y is 0.340 with a probability value (sig) = 0.09 because the sig value is less than 0.05, the decision is H0 is rejected and Ha is accepted so that the X2 work environment has a significant effect on employee performance. The effect of transformational leadership style and work environment together (simultaneously) on the performance of the employees of the Fire and Rescue Service of the West Jakarta Tamansari Sector Office. Analysis of the influence of transformational leadership style (X1) and work environment (X2) contribute simultaneously and significantly to performance (Y). From the "ANOVA" table, the probability value (sig) = 0.001 because the value of sig is less than 0.05, the decision is H0 is rejected, therefore individual testing is continued.

CONCLUSION

There is an influence of Transformational Leadership Style on the performance of the employees of the Fire and Rescue Service Office of the West Jakarta Tamansari Sector. This is evidenced by the results of calculations showing that the t-count of the transformational leadership style variables > than the t-table of 16.5%. In testing the independent variable X2, there is an influence of the work environment on the performance of the employees of the Fire and Rescue Service Office of the West Jakarta Tamansari Sector. It shows that the t count of the Work Environment variable is > than the t table of 23.5%. There is a simultaneous influence of Transformational Leadership Style and Work Environment on the performance of employees of the Fire and Rescue Sub-department of the West Jakarta Tamansari Sector Office by 29.5%.

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