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Influence Leadership Transformational and Motivation Work on Employee Performance

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Abstract: This study aimed to analyze the effect of transformational leadership and work motivation on employee performance Batanghari University. Type of research is a quantitative survey research properties for descriptive purposes and an explanatory. Proportional sampling technique stratified random sampling. The sample of this study were employees of the University of Batanghari, amounting to 48 people. The data analysis technique used is multiple regression analysis using SPSS (Statistical Package for Social Science). The results of the study are: 1) The rate of respondents of 80.80% for transformational leadership often. To work motivation level of achievement of 73.65% of respondents included in the regular category. As for employee performance achievement level of 76.73% of respondents included in the category quite capable. There is the effect of transformational leadership and motivation to work together on employee performance at the University of Batanghari.

Keywords: Transformational Leadership, Motivation, Performance

INTRODUCTION

Organizations undertake numerous activities to embrace the era of globalization. Moving toward a more positive organizational environment requires companies to be more responsive. So that something organization Can To survive, a leader who has the ability to influence employees is needed (Masni, Tara, & Hutabarat, 2021).

Organizational change, both planned and unplanned unplanned must pay attention to aspects it's important yeah-it u change Individuals. A good leader will be able to transmit optimism and knowledge so that subordinate employees can perform their jobs well (Masni et al., 2021) and (R. Rosmiati, Sembiring, Rahim, Pudjaningsih, & Hutabarat, 2022).

Along with environmental changes organization that increasingly complex and competitive, the leadership model is cutting-edge technologies such as transformational leadership, will play a role Which important for every organization. Transformational leadership includes the development of connection which are more near between leader with his followers, not only just an agreement but more based on trust and commitment (Jung and Avolio, 1999: 209 in Sunarsih, 2001).

Batanghari University (Unbari) is a corporate organization engaged in educational

services, consisting of five faculties: the Faculty of Teacher Training and Education, the Faculty of Economics, the Faculty of Law, the Faculty of Engineering, and the Faculty of Agriculture. Unbari requires employees to carry out its administrative activities. In carrying out the education it is responsible for, Unbari has a vision and mission. To achieve this mission, several work programs are planned by Batanghari University.

Literature Review

Transformational leadership and work motivation are heavily intertwined and have a significant, positive impact on employee performance. Leaders who inspire and empower their staff directly boost work motivation, leading to higher creativity, productivity, and commitment to organizational goals (Saputra et al., 2024). Research highlights that the combination of transformational leadership and strong work motivation accounts for highly elevated levels of organizational performance and efficiency (Hutabarat, 2021) and (Riady & Hutabarat, 2023).

By demonstrating these transformational traits, leaders directly elevate intrinsic and extrinsic motivation. When employees feel that their leaders genuinely care about them, recognize their hard work, and give them autonomy to innovate, they feel valued. This shifts them from merely working for a paycheck to being deeply invested in the company's success (Z. S. H. Rosmiati, 2016b) and (Dacholfany et al., 2023).

METHOD

The research design used for this study is a quantitative survey design with descriptive and explanatory purposes. The descriptive purpose is to describe various characteristics of the observed phenomena, for example, in this study, transformational leadership, work motivation, and employee performance. The explanatory purpose is to explain the causal relationships among the variables involved in the study (Sugiyono, 2017). For this study, the explanatory purpose is This study aims to explain the mechanisms of influence of transformational leadership and work motivation on employee performance. The unit of analysis for this study was Batanghari University, Jambi. The population in this study is the total number Employee Which on duty in Batanghari University, which has 92 students.

RESULTS AND DISCUSSION

Performance employee very important for Employee performance as evidence of their success in achieving the set work targets is also very important for leaders and institutions as a benchmark in assessing their success in efforts to foster and contribute loyalty to the leadership and institution. Employee performance Good is always the goal for employees and is the hope of leaders and institutions for their employees. Employee performance at the University Batanghari influenced by two factor namely transformational leadership and work motivation.

The Influence of Transformational Leadership and Work Motivation on

Employee Performance employee is results Work Which achieved by an employee in accordance with their respective authority or responsibilities during a certain period of time. The results of the descriptive analysis described in the frequency distribution showed that the level of achievement of respondents' answers was 76.73%. This indicates that the quality of employee performance at Batanghari University is in the category of quite capable (Z. S. H. Rosmiati, 2016a).

This means that employees at Batanghari University have a quality of performance that can be relied upon in carry out the assigned work. This result will reflected in various aspects include: 1) productivity which looks at employee performance, not only measuring the level of efficiency, but also measuring effectiveness service, 2) quality services that look at employee performance must provide services, 3) responsiveness that looks at employee performance from a bureaucratic perspective must be able to recognize community needs, 4) responsibility

that looks at employee performance from the implementation of activities in accordance with correct administrative principles and bureaucratic policies, both explicit and implicit. 5) Implicit accountability, which examines employee performance in terms of how much bureaucratic policies and activities are carried out with attention to timeliness, within budget, the ability to generate new ideas, and independence. This study examines these five aspects: Which summarized on attitude transformational leadership and employee work motivation at Batanghari University.

In connection with this research, it was found that together there is an influence significant relationship between transformational leadership and work motivation towards employee performance. This means that the better the transformational leadership and work motivation, the better the employee performance at Batanghari University (Riady & Hutabarat, 2023).

The joint contribution between transformational leadership and work motivation to employee performance is 0.282 (28.2%) and the contribution of other variables is 0.250 (25%). for example, quality of work, quantity of work, relationships work, toughness work, solving work problems, innovation in work and so on.

The significance of the influence of the independent variable on the dependent variable can be linked from the descriptive analysis, where the average transformational leadership score of 80.80% is included in the category often. Matter This show transformational leadership. This often done or used at Batanghari University in carrying out the mandate or command the targeted workload. Meanwhile, work motivation, at 73.65%, falls into the normal category.

This indicates that the work motivation of Batanghari University employees is still not optimal and needs to be improved to achieve high employee performance. Based on the average level of achievement of respondents, these two variables should be improved. performance employee So what needs to be improved again is continuous work motivation for employees (Masni et al., 2021).

The research findings above are in accordance with the theory put forward by This is in accordance with what was expressed by Dwiyanto (in Pasolong, 2006: 50-51) regarding the dimensions used to measure performance, namely as follows: Productivity, that productivity not only measures the level of efficiency, but also measuring service effectiveness. And is generally understood as the ratio between input and output.

Quality of service, meaning that the quality of the service provided is very important to maintain. Responsiveness, meaning that the bureaucracy must have the ability to recognize the needs of the community, set service agendas and priorities and develop public service programs in accordance with the needs and aspirations of the community. Responsibility, meaning that the implementation of activities must be carried out in accordance with correct administrative principles and bureaucratic policies, both explicit and implicit. Accountability, It means that how much large bureaucratic policies and activities to be carried out with attention to timeliness, in accordance with the budget, able to create new ideas, and independently

The Influence of Transformational Leadership on Employee Performance

The results of the descriptive analysis described in the frequency distribution showed that the level of achievement of respondents' answers was 80.80% for Transformational Leadership at Batanghari University is included in the frequent category. Overall indicators fall into the category frequently. This means that transformational leadership, measured by these four indicators, is at its maximum, where transformational leadership frequently influences employees at Batanghari University in carrying out their work duties (Hutabarat, 2023).

The results of the hypothesis testing show that transformational leadership has a significant influence on employee performance. means that employee performance is positively determined by leadership transformational If Well-coordinated transformational

leadership tends to improve employee performance. will be high (Pratiwi, Hutabarat, Nabila, Hevinosa, & Mauli, 2024). Partial contribution of transformational leadership to performance employee by 48.2% (Pudjaningsih et al., 2023).

This means that 51.8% Employee performance is determined by other variables that are not studied, for example work quality, work quantity, work relationships, work resilience, work problem solving, innovation in work and so on. The regression coefficient shows a positive sign, this means that the influence of transformational leadership on employee performance is in the same direction. If the transformational leadership variable (X_1) is increased One unit then it will raise employee performance (Y) of 47,635 (Halal, Declare, Pratiwi, & Hutabarat, 2024).

This research is in line with the opinion according to Bass (in Swandari, 2003) define that transformational leadership is a leader who has the power to influence subordinates in certain ways. The role of a leader cannot yet be replaced by machines, radio, tape recorder or computer. Because there are still many human elements such as the influence Idealism, inspirational motivation, intellectual stimulation, and individual consideration are expected outcomes of the transformational leadership process that cannot be achieved through these tools (R. Rosmiati et al., 2022).

A situation will be pleasant if the four dimensions above have a high degree, the leader is accepted by his followers, tasks and everything related to employees are clearly defined and the use of authority and power is formally determined by the leader (Surono et al., 2023).

The Influence of Work Motivation on Employee Performance

The results of the descriptive analysis outlined in the frequency distribution showed that the level of achievement of respondents' answers was 73.65% for Work Motivation at Batanghari University, which is included in the Normal category. Of the three indicators in the Work Motivation variable at Batanghari University, all indicators have a level of achievement of answers. respondents with ordinary category. This means that employees at Batanghari University are still measured as having good work motivation on average (Masni, Zahar, Hutabarat, Pratiwi, & Tara, 2024).

The results of the hypothesis testing indicate that work motivation has a significant influence on employee performance. This means that employee performance is positively determined by work motivation. If work motivation is well-coordinated, employee performance tends to be high. Partial contribution of transformational leadership to performance employee by 18.4%. This means that 81.6% employee performance determined by variables other Which No (Surono et al., 2024) and (Hutabarat & Rosmiati, 2022).

Studied, for example, work quality, work quantity, work relationships, work resilience, work problem solving, innovation in work and so on. The regression coefficient shows a positive sign, this means that the influence of work motivation on employee performance is in the same direction. If the work motivation variable (X_2) is increased by one unit, then will increase employee performance (Y) by 68,971 (Budiningtyas & Hutabarat, 2024).

This research is in line with Mc's opinion. Clelland (in Wahjosumidjo, 1994: 199) stated that high work motivation is having high work enthusiasm, having realistic goals and being able to take risks, being responsible for the results and decisions taken, being aware of potential outcomes, and having organizational skills. The role of work motivation is an employee's response to a number of statements regarding the overall effort that arises from within the employee so that the drive to work grows and the employee's desired goals are achieved. Because there are still many factors that cause work motivation, such as the need for achievement, the need for power, and the expected need for affiliation are the results of the work motivation process that employees at Batanghari University must have (Meivanda & Zuhri, 2024) and (Hutabarat, Lela, Masni, & Pratiwi, 2024).

CONCLUSION

- a. The quality of employee performance at Batanghari University is categorized as quite capable. This means that employees at Batanghari University have a reliable performance quality in carrying out their assigned tasks.
- b. leadership and work motivation have a joint effect on employee performance at Batanghari University. This means that employee performance can be improved by improving transformational leadership and work motivation at Batanghari University.

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