

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE AT TANDEM PLANTATIONS LIMITED LIABILITY COMPANY PERKEBUNAN NUSANTARA I REGIONAL 1 SUPPORTING COMPANY

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Abstract

Leadership is one of the important factors that determine employee performance and the ability of the organization to adapt to environmental changes, therefore effective leadership must provide direction to the efforts of all workers in achieving organizational goals. In this case, one of the various forms of leadership styles that can be a factor in increasing employee performance is transformational leadership.

Keywords: *Transformational, Leadership, Performance*

INTRODUCTION

In any company, human resources (HR) have a very important function and role because they are one of the biggest contributors to the success of achieving a company's goals. Human resources here include all employees involved in the company's operational activities. In achieving its goals, the company's performance is highly dependent on the good or bad performance of its employees. This means that if the employee performance in the company is good, it will certainly have a positive impact on the company's performance (Bawarodi et al., 2017). The modern era now demands workers to be skilled and willing to develop more professionally in their fields. In a company, leaders and employees certainly carry out work according to the company's targets, therefore leadership that is in accordance with the company's vision and mission and cooperation between leaders and employees are the keys to the company's success (Bawarodi et al., 2017). Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2001). Performance is a description of the level of achievement of the implementation of an activity or policy program in realizing the targets, goals, missions and visions of the organization as stated in the formulation of a strategic planning scheme for an organization.

RESEARCH METHODS

Collection data to support this research was obtained by conducting: Field Research, namely research conducted directly on the research object. The techniques used are:

1. Interviews, namely conducting direct interviews with respondents, in this case employees.
2. Documentation is obtaining the required written data originating from company documents and records.
3. Questionnaire (survey) is data collection through a list using a scale. semantics differential with the statements to be filled in by the respondents.

Based on the hypothesis proposed, the analysis tool used is multiple linear regression. This model is used to answer the question of whether the transformational leadership variable (X) has a significant influence on employee performance (Y) partially and simultaneously using the formula (Supranto, 2004).

With research formulated as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 +$$

Information:

Y = Employee Performance XI = Attributed Charisma

X2 = Inspirational Motivation

X3 = Intellectual Stimulation X4 = Individual Consideration A = Constant

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b1 b2 b3 and b4 = Regression Coefficient e= Disturbance Error

RESULTS AND DISCUSSION

Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	T
1	(Constant)	+14.587	4.681		3.116
	Atribut Karisma	+0.118	0.059	0.218	1.994
	Motivasi Inspirasi	+0.498	0.086	0.866	5.773
	Intelektual Simulasi	-0.045	0.101	-0.071	-0.444
	Konsiderasi Individu	-0.212	0.107	-0.338	-1.980

Sumber : Data primer diolah, 2024

In addition, from the table above, the model equation can be written as follows:

$$Y = 14.587 + 0.118 X1 + 0.498 X2 + (- 0.045) X3 + (-0.212)$$

Information :

Y = Employee Performance X1 = Charisma Attribute X2 = Inspirational Motivation

X3 = Intellectual Simulation X4 = Individual Consideration

Based on table 14, the results of multiple linear regression show the regression coefficient values which explain that:

The value of the Charisma Attribute coefficient (X1) is 0.118 which is positive with a sig value of 0.052 (> significance level of 0.05), which means that the charisma attribute variable does not have a significant effect on employee performance at the Tandem Plantation of PT. Perkebunan Nusantara I Regional 1 Supporting Co. This study is in line with the concept of Siagian's thesis (2021) that the charisma attribute variable does not have a significant effect on employee performance with a regression coefficient value of 0.438 with a significance value of 0.253 > 0.05. The value of the Inspiration Motivation coefficient (X2) is 0.498 which is positive with a sig value of 0.000 (<significance level of 0.05), which means that the Inspiration Motivation variable has a significant effect on employee performance at the Tandem Plantation of PT. Perkebunan Nusantara I Regional 1 Supporting Co. This study is in line with the thesis concept by Herlina (2021) at the Mandalle District Employee Office, that inspiration motivation has an effect on employee performance with a value of 0.130 and a significance value of 0.024 <0.05. The value of the Intellectual Simulation coefficient (X3) is -0.045 which is negative with a sig value of 0.825 (>significance level of 0.05), which means that the Intellectual Simulation variable does not have a significant effect on employee performance at the Tandem Plantation of PT. Perkebunan Nusantara I Regional 1 Supporting Co.

This study is not in line with the concept of the thesis by Zubaidi (2016), that Intellectual Simulation affects employee performance. The result of the regression coefficient is 0.421 with a significance value of 0.001. The value of the Individual Consideration coefficient (X4) is -0.212 which is negative with a sig value of 0.054 (> significance level of 0.05), which means that the Individual Consideration variable does not significantly affect employee performance at the Tandem Plantation of PT. Perkebunan Nusantara I Regional 1 Supporting Co. This study is in line with the concept of the thesis by Zubaidi (2016), that Individual Consideration does not affect employee performance. The result of the regression coefficient is 0.535 with a significance value of 0.245.

CONCLUSION

Based on the results of the research that has been carried out, it can be concluded that it is concluded that:

1. Transformational leadership has a simultaneous influence of 50% on employee performance at Tandem Plantation PT. Perkebunan Nusantara I Regional 1 Supporting Co and the remaining 50% is influenced by factors outside these variables.

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2. The most influential factor in transformational leadership on employee performance at Tandem Plantation PT. Perkebunan Nusantara I Regional 1 Supporting Co is Inspirational Motivation (Inspirational Motivation).

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