

The Influence of Transformational Leadership Style and Work Motivation on Employee Performance PT. Sarimelati Kencana

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Abstract

This study aims to examine the effect of transformational leadership style and work motivation on employee performance at PT. Sarimelati Kencana. Transformational leadership is a leadership style that emphasizes inspiration, motivation, and positive influence on subordinates to achieve organizational goals. This study uses a quantitative approach with data collection techniques in the form of questionnaires, observation and literature study. This research took samples from all employee respondents of PT. Sarimelati Kencana. The analysis methods used are R Square Algorithm analysis and Bootstrapping Path Coefficients analysis on SmartPLS. The partial results of the study show that there is a positive and significant effect of the Transformational Leadership Style variable on Employee Performance. The partial results of the study show that there is a positive and significant effect of the Work Motivation variable on Employee Performance. The results showed that there was a positive effect simultaneously on the variable Transformational Leadership Style (X1) and Work Motivation (X2) with the Employee Performance variable (Y).

Keywords: Transformational Leadership Style, Work Motivation, Employee Performance, PT. Sarimelati Kencana.

Introduction

The world in general and the world of work in particular after the Covid-19 pandemic experienced drastic changes. Life activities no longer run as before. This era is known as the New Normal. The effect of the new normal is difficult to make people want to try new ways of doing things, especially if they have been doing it in certain ways for a long time. The Covid-19 virus pandemic has created a great demand for leaders in all sectors to enable the individuals and organizations they lead to be ready to face and even be able to master the New Normal Era. It is important for leaders to implement changes to the organization, leaders play a very important and strategic role.

Human resource management is essentially an effort to align people's needs with organizational goals, enabling individuals to meet their own needs while working towards organizational goals. Human understanding today occupies an increasingly important position,

despite being or moving towards a work-oriented society. The society sees work as something to start with without neglecting the people who do it.

After the Covid- 19 pandemic, work motivation is an aspect that industry leaders and management must look at if they want employees to consistently provide positive capabilities to the industry goals to be achieved. Motivation is related to the formation of work desire. Without work motivation, even though someone has the will to work, the expected ability will not succeed.

PT Sarimelati Kencana is a company engaged in the provision of Food & Beverage (F&B) services that focus on pizza, pasta, rice, appetizer and beverage products. The company was founded on December 16, 1987. Based on the results of initial observations on one of the employees, PT Sarimelati Kencana, there is a successful performance of employees supported by the influence of good leadership and work motivation. The statement from the employee of PT Sarimelati Kencana shows that there are problems related to poor leadership style. Where the Supervisor's leadership figure in leading employees has been poor, especially in unclear communication patterns that make employees of PT Sarimelati Kencana misinterpret what he ordered.

Transformational leadership is a superior who has the power to influence subordinates in special ways. With the application of transformational leadership, subordinates will feel believed, valued, obedient and respectful of their leaders. In conclusion, subordinates will be motivated to carry out more than expected (Tania 2017).

Motivation can be defined as an action to influence others to behave in an organized manner. Motivation is a task for managers to influence other people (employees) in a company (Hasibuan et al., 2018).

Sistem manajemen kinerja atau *performance management system* merupakan proses untuk mengidentifikasi, mengukur dan mengevaluasi kinerja karyawan dalam Perusahaan. Kinerja atau Performance merupakan gambaran mengenai tingkat pencapaian pelaksanaan suatu program kegiatan atau kebijakan dalam mewujudkan sasaran, tujuan, visi dan misi organisasi yang dituangkan melalui perencanaan strategis suatu organisasi (Reza 2010).

Based on the phenomena and issues that occur, researchers are interested and have reasons to further examine the influence of transformational leadership style and work motivation on the performance of employees of PT Sarimelati Kencana with the title "The Effect of Transformational Leadership Style and Work Motivation on Employee Performance of PT Sarimelati Kencana".

Method

This research uses a quantitative approach with data collection techniques in the form of questionnaires, observations and literature studies. The research sample consisted of 41 selected respondents. Research design according to Ahmad (2018) is a plan on how to collect,

process, and analyze data in a systematic and directed manner so that research can be carried out efficiently and effectively in accordance with the research objectives.

Result and Discussion

R Square

Table 1. R Square

	R Square	R Square Adjusted
KK	0,845	0,837
MK	0,692	0,684

Based on the results of processing from SmartPLS, the R-Square value obtained for the Employee Performance variable (KK) is 0.845 or 84.5% and R Square adjusted 0.837 or 83.7%. With the R-Square value reaching 84.5% by transformational leadership style and work motivation. The difference of 15.5% (100%-84.5%) is explained by other factors or variables not used in this study.

The adjusted R-Square value with R-Square strengthens the reliability of the model, indicating the results are not just coincidental in the data sample. In conclusion, this study confirms the significant contribution of transformational leadership style and work motivation to the performance of employees of PT Sarimelati Kencana.

Path Coefficients

Table 2. Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
GK -> KK	0,300	0,336	0,162	1,851	0,065
GK -> MK	0,832	0,846	0,057	14,634	0,000
MK -> KK	0,655	0,621	0,159	4,109	0,000

The relationship between Transformational Leadership Style and Employee Performance shows a T statistical value of 1.851 with P Values of 0.065. These results indicate that the Transformational Leadership Style (GK) has a significant effect on Employee Performance (KK).

The relationship between Transformational Leadership Style (GK) and Work Motivation (MK) shows a T statistical value of 14.634 with P Values of 0.000. These results

indicate that the Transformational Leadership Style (GK) has a significant effect on Work Motivation (MK).

The relationship between Work Motivation (MK) and Employee Performance (KK) shows a T statistical value of 4.109 with P Values of 0.000. These results indicate that Work Motivation (MK) has a significant effect on Employee Performance (KK).

Discussion

The processing results of SmartPLS, the R-Square value obtained for the Employee Performance variable (KK) is 0.845 or 84.5% and R Square adjusted 0.837 or 83.7%. With the R-Square value reaching 84.5% by transformational leadership style and work motivation. The difference of 15.5% (100%-84.5%) is explained by other factors or variables not used in this study.

The adjusted R-Square value with R-Square strengthens the reliability of the model, indicating the results are not just coincidental in the data sample. In conclusion, this study confirms the significant contribution of transformational leadership style and work motivation to the performance of employees of PT Sarimelati Kencana.

Effect of Transformational Leadership Style on Employee Performance

The relationship between Transformation Leadership Style (GK) and Employee Performance (KK) shows a T statistical value of 1.851 with P Values of 0.065. These results indicate that the Transformational Leadership Style (GK) has a significant effect on Employee Performance (KK).

Effect of Work Motivation on Employee Performance

The relationship between Work Motivation (MK) and Employee Performance (KK) shows a T statistical value of 4.109 with P Values of 0.000. These results indicate that Work Motivation (MK) has a significant effect on Employee Performance (KK).

Conclusion

Based on research on the Effect of Transformational Leadership Style and Work Motivation on Employee Performance of PT Sarimelati Kencana, the conclusions obtained are; Based on all the tests that have been carried out above on the effect of transformational leadership style on employee performance, namely there is a significant and positive influence between the transformational leadership style variables on employee performance. Based on all the tests that have been carried out above on the effect of work motivation on employee performance, namely there is a significant and positive influence between work motivation variables on employee performance. Based on the test results (F test) that have been carried out above, there is a significant and positive influence between the variables of transformational

leadership style and work motivation simultaneously or together on employee performance. The results show that the focus of transformational leadership style can have a very large effect on improving employee performance. In addition to transformational leadership style, work motivation can also be a good strategy to improve employee performance. Therefore, transformational leadership style and work motivation are the key to success in industrial revenue goals and affect employee welfare.

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