

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE ON IMPROVING EMPLOYEE PERFORMANCE AT PT. PLANTATION OF THE NUSANTARA XIV CITY OF MAKASSAR

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Abstract

The goals of this study at PT. plantation of the nusantara XIV city of makassar was to assess the effect of leadership styles on worker performance. The data used in this study were both primary and secondary, with a total sample of 42 employees. In this study, a quantitative technique was employed to evaluate the two hypotheses, and the data was processed using SPSS 2.5 and a simple linear regression analysis procedure. with a coefficient of determination of 0.297, the results demonstrated that the transformational leadership style variable limit a substantial influences on employees performance. Employee performance characteristics have a substantial influences of 0.50. According to the research's conclusions, both individually and together, independent factors have a substantial impacts on the performance of the dependent variables, PT. plantation of the nusantara XIV city of makassar. Therefore, the performance of the employee will certainly improve if the Transformational Leadership Style is further developed.

Keywords: Transformational Leadership Style, Employee Performance

INTRODUCTION

Human resource management (human resource management) is a series of organizational activities directed at attracting, developing and retaining an effective workforce

"Human resource management (HRM) is one of the fields of general management which includes aspects of planning, organizing, implementing and controlling" processes can be in production, marketing, finance, or staffing functions

Transformational leadership style, a leader who awakens employees can think to prioritize work and prioritize the organization so that employees have trust and are motivated to do a better job

The company's goal is to utilize institutional companies formed by organizations based on the objective of providing goods or services for the benefit of the community, not emphasizing the company as a business entity, but only mentioning the company as an activity or only specifically on the type of business.

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Although in this sense it already has corporate legal aspects, namely in the form of agreements with other parties

The basics of leadership are the main abilities or cycles that must be owned by a leader with strong basic leadership to have a positive influence on his work team to be able to achieve goals in accordance with the goals and vision and mission of the company, the basic leadership is very important for every leader and how can a leader lead his team to success if his leadership skills are still minimal.

"transformational leadership" comes from the verb "to transform" which means to change something into a different form, according to Sudarwan Danim (Shalahuddin, 2015). For example, potential becomes actuality, latent conditions become real, and so on. Transformative leadership according to (Suarga 2017) is the ability of a leader to have a significant impact on his team members. In particular, when transformational leadership is used, followers will respect, feel valued, and feel trusted by their leader.

LITERATURE REVIEW

Transformational leadership style is a person's ability to influence others to achieve the goals to be achieved by changing followers' awareness of issues by helping them look at old problems in new ways, and they are able to excite,

In crisis situations, leadership is increasingly needed and leaders have a very important role in the process of giving meaning in times of crisis. Through creating an atmosphere of empowerment and guiding followers in the process of forming meaning during times of crisis, transformational leaders are able to stem group disintegration as a cause of organizational failure.

Performance is a work result that is produced by an employee to achieve the expected goals, while the opinions of experts regarding the meaning of performance are as follows: a. Harsuko (2011) performance is the degree of firm arrangement that governs work, a. So, performance is the willingness of a person or group b. People to carry out activities or improve in accordance with their responsibilities with the results as expected

Transformational Leadership Style Indicators

1. Charisma A person's charisma is thought of as a combination of their own charm and the charm of others, which together add up to an extraordinary capacity to inspire others to enthusiastically support and advance their ideas.

2. Inspirational Motivation Inspirational motivation refers to passionate leaders who convey a utopian future of the organization. To inspire followers, leaders speak to them or use symbols.

3. Intellectual Stimulation The ability to inspire staff to approach old problems in new ways is referred to as intellectual stimulation.

Employee performance indicators

1. Quality of work. To be able to produce work that meets the standards required by a particular task, every individual in the organization must comply with a set of criteria.

2. Punctuality. As a result of their dependence on other tasks, some forms of work must be completed on time. Therefore, if work in one section is delayed, it will affect the progress of work in other sections, which will have an impact on the volume and caliber of work.

3. Presence. Certain jobs require workers to be on site for eight hours each day, five days a week

The Effect of Transformational Leadership Style on Employee Performance
The performance of an organization's human resources or workforce can be influenced by a number of factors, including leadership style. The leadership approach a leader takes influences whether the organization adopts a long-term or short-term strategy.

METHOD

Data collection technique

Observation

Company PT. Perkebunan Nusantara XIV Makassar City became the place for this investigator, where the actual conditions were observed

Interview

Using oral question and answer, this method is used to obtain information from informants

Questionnaire

A list of written questions asked to respondents regarding the implementation of business operating systems and business performance, and instructions on how to respond to the questionnaire, were also written. PT. Perkebunan Nusantara XIV Makassar personnel participated in this survey as respondents.

1) Data on gender, age, and education of PT. Perkebunan Nusantara XIV Makassar City which participated in a study on the effect of transformational leadership style on improving employee performance can be used to analyze the characteristics of the respondents.

2) Quantitative descriptive analysis is a technique designed to transform a set of unprocessed data into understandable information that can be used to draw conclusions from a scientific publication that describes research findings and their analysis.

RESULT & DISCUSSION

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RESULT

a. Validity test

Test validity evaluate reliability And accuracy something questionnai re. Questionnaire considered valid if the statement it contains can explain the subject you want to measure. By contrasting the r-count values for each item, a significant test was run. It is evident from the value (corrected item - total correlation) with r-table for correlation r product moment from Pearson that an indicator is considered valid if $N = 42$ and $\alpha = 0.05$ then r table is 0.297 with the condition that the results of the Pearson SPSS r correlation program Version 25. The findings of the instrument validity test conducted in this study on 42 respondents are presented in the following table:

Table 4.6 Variable Validity Test Transformational Leadership Style(X)

Item	r Hitung	r Tabel	Keterangan
X.1.1	0,737	0,297	Valid
X.1.2	0,739	0,297	Valid
X.1.3	0,791	0,297	Valid
X.1.4	0,845	0,297	Valid
X.1.5	0,849	0,297	Valid
X.1.6	0,737	0,297	Valid
X.1.7	0,566	0,297	Valid

Source: Data processed in 2023

Table 4.7 Validity Test of Employee Performance Variables (Y)

Item	r Hitung	r Tabel	Keterangan
Y.1	0,928	0,297	Valid
Y.2	0,904	0,297	Valid
Y.3	0,920	0,297	Valid
Y.4	0,842	0,297	Valid
Y.5	0,914	0,297	Valid
Y.6	0,845	0,297	Valid
Y.7	0,904	0,297	Valid

Source: Data processed in 2023

All r-count values for the questionnaire statement items on the research variables used produce r-count values that are higher than the r-table values,

according to the table above. All statement items in each questionnaire can be considered valid because the r-table value for the sample size (n = 42) is 0.297.

b. Reliability Test

Reliability test is a method for assessing survey results that are used to represent variables or constructs. Reliability is determined by how consistently and steadily the subject responds to questions on the questionnaire over time. The alpha formula is used in testing the reliability of this study, and the findings are shown in the following table for each variable:

Table 4.8 Reliability Testing Results

Variabel	Cronbach Alpha	Keterangan
Gaya Kepemimpinan Transformasional	0,785	Realibel
Kinerja Karyawan	0,806	Realibel

Source: Data processed in 2023

Results test reliability showed on table in on, and show that every variable in study This own coefficient alpha Cronbach (α) more big from 0.50, indicating the reliability of each questionnaire measurement concept. as a result, the questionnaire used in this study is a questionnaire because it meets all the criteria to be used as a questionnaire. one among the best.

Simple Linear Regression Test Analysis

The following conclusions are drawn by the authors based on direct regression calculations between transformational leadership styles and worker performance using SPSS 25:

Table 4.9 Simple Linear Regression Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1 (Constant)	11.315	4.898		2.310	.026	1.415	21.214		
X	.662	.157	.555	4.215	.000	.345	.979	1.000	1.000

a. Dependent Variable: Y

Source: Data processed in 2023

Multiple regression equations can be created using the calculation results from the table above, as shown below:

$$Y = 11.315 + 0.662 + e$$

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- a. A constant value of 11.315 means that if the transformational leadership style variable is worth 0, then employee performance grows by 11.315, according to the regression analysis mentioned above.
- b. A positive beta coefficient of 0.662 indicates that an increase in the transformational leadership style will result in an increase in employee performance of 0.662 for each unit it upgrades. Employee performance grew by 0.662 as a result of the beneficial impact of transformational leadership.

1. Hypothesis test

a. Partial Test (T Test)

For evaluate so far here variable independent influence variable dependent, t-test used. Mark t-count must t-table or t-count>t-table with significant level of 0.05 so that the hypothesis can be accepted. A t-table of 1.685 was generated using a sample of 42 respondents, with a significance level (α) by 0.05, and $df = nk-1$ or $df = 42-2-1 = 39$. 95% of the time, or (α) = 0.05% (5%), is the confidence threshold for testing the hypothesis.

Table 4.10 Partial Test Results (T Test)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF	
1	(Constant)	11.315	4.898		2.310	.026	1.415	21.214		
	X	.662	.157	.555	4.215	.000	.345	.979	1.000	1.000

a. Dependent Variable: Y

Source: Data processed in 2023

Based on the t-test table above, the results of testing the hypothesis about motivation show a t-count value of (4.215) > t-table (1.685) with a significant level of 0.050 < 0.05 which indicates that variable style leadership transformational in a manner Partial influential positive and significant to performance employee on PT. Perkebunan Nusantara XIV Makassar City, so that hypothesis which accepted is H0.

As can be seen from the results of the T test above, the variables related to the transformative leadership style have a tangentially significant effect on employee performance. PT. The performance of Perkebunan Nusantara XIV Makassar employees is influenced by the dependent variable, namely the transformational leadership style which has a t value of 4.215 and a significance level of 0.000.

2. Correlation Coefficient (R) and Determination Coefficient (R²)

The direction and degree of linear relationship (related) between the two variables is determined using correlation coefficient analysis. The direction is shown in the form of positive and negative, while the size of the correlation coefficient states the strength or weakness of the relationship. The following is the result of the coefficient test analysis performed with the IBM SPSS Version 25 application:

Table 4.11 Correlation Coefficient Test Results (R)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.555 ^a	.308	.290	2.786	.308	17.767	1	40	.000	2.238

a. Predictors: (Constant), X

b. Dependent Variable: Y

Source: Data processed in 2023

Based on data the in on, determined mark R square or 29%. Pg This show that 29% variation employee performance caused by variables free can used for explain variable bound by motivation, while the remaining 71% influenced or explained by variable which is not considered in study This.

DISCUSSION

This research involved 42 respondents from 42 employees at PT. Perkebunan Nusantara XIV Makassar City with characteristics broken down into three categories: gender, age, and education. The aim is to ascertain the impact of transformational leadership style on employee performance.

Based on the study results, several indicators are used to measure transformational leadership style factors. This suggests that hiring motivation will increase employee performance, and on the contrary, If leadership transformational No applied, performance employee will suffer. Affirmation Which put forward by Robbins And Judges (2008) that "style leadership transformational is leader which inspire para followers to rule out interest personal by kind organization supports the findings of this study. If a leader is able to adopt a transformative leadership style, employee performance will increase. The link between transformational leadership style and employee performance has also been strengthened in previous studies by researchers, as shown in table form in CHAPTER II, where research findings indicate that there is a significant influence on employee performance. Thus, the authors' research findings give weight to previous research findings.

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CONCLUSION

Based on research findings from "The Influence of Transformational Leadership Style on Improving Employee Performance at PT. Perkebunan Nusantara XIV Makassar City" can be concluded as follows: Based on the results of simple linear regression testing, the transformational leadership style variable at PT. Perkebunan Nusantara XIV in Makassar City has a significant and beneficial impact on improving employee performance.

SUGGESTIONS

Several recommendations were made based on the findings above and submitted to various stakeholders, including:

1. The transformational leadership style variable has a major influence on employee performance at PT. Perkebunan Nusantara XIV in Makassar City, and according to the factors examined by the author, leadership must be a transformational leader so that employee performance increases.
2. It is recommended for future researchers to look at additional factors that affect employee performance and conduct research with the same name but with a different topic.

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