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Transformation Employee Performance During Leadership Motivation Effect Over Kansai Prakarsa Coatings Company

Nastohar^{1,*}, Rina Anindita¹

¹*Department of Economics and Business, Esa Unggul University, Jakarta, 11510, Indonesia*

This study aimed to analyse the transformation leadership style on employee performance case study motivation mediation over Kansai Prakarsa Coatings company. In this study, we used descriptive method to analyse the transformation over all division staffs working in the Kansai Prakarsa Coatings company with sampling technique using nonprobability sampling over 205 data observations. The Structural Equation Model (SEM) with LISREL are proposed in this study to obtain nonprobability sampling. The result shows transformational leadership style gives positive impact and significant influence to employee performance. The Motivation work also significant increased to employee performance over this company. The dimension of transformational leadership needs more attention to execute leadership orders and discipline work. The motivation needs to improve attention from the leadership to employees feel satisfied and have a good performance. This method is recommended to train staff at the leadership level to design transformational leadership models and increase employee motivation in near future.

Keywords: Employee Performance, Motivation, and Transformational Leadership.

1. INTRODUCTION

In the new era of globalization, a competition between companies becomes increasingly fierce. The key of success and effective resource management in enterprise lies is human resources (employee performance). The ability of a company to grow is depends on human resources inside a company. Here, a company doesn't enough to have experienced and knowledgeable employees but in the company must be have a leader who can guidance an employee to cooperate and run the organization accordingly with company goals. A leader as a model and example for their subordinates needs to start from the top level of the leader stage. Here, a leader must be able to manage the employee mindset and subordinates to carry out every job with company rule. A leader must be able to convey the vision and mission of organization with language skill and understood of order to fit the company's goals also improve company performance.

*Email Address: nastohar1975@gmail.com

Thus, a leader must have important role in an organization due to determines the development a company and way of success to company. In addition, the leadership style is closely related to the performance of employees in the division. The leadership style is appropriate to the work culture of company and indirectly support the improvement of employee performance. The increasing performance of employees in the division is indirectly to make the growing company to be good. Here, an employee performance must be important as a part of company development to get a better impact. The employee performance is highly dependent on leadership style of a leader over company. Therefore, as a leader in a company must be adapted a good work culture in order to improve the performance of company employees. The Motivation is very important to support employee performance. The encouragement of human being to do something must have a great motivation in order to

driving force to create a morale for someone to work together, work effectively and integrate with all its efforts to achieve good performance. In the provision of motivation to all companies have a common achievement and encourage individuals to work more active also effective over corporate goals. In addition, the motivation can be influenced by interest and salary factors, secure, interpersonal relationships, and opportunities to work. Every company need to get employees involved in organizational activities also deliver work performance while work productivity is high to realize the goals set previously.

The employee performance in individual thing has been different due to ability levels for they job. A management can measure employee for their performance based on performance of each employee. Here, the performance is an action and aren't an event to improve employee skill in the many components and cannot as a visible result over moment's notice. Basically, the performance is related individual skill because each employee has a different level of ability in doing the job. A good performance depends on a combination ability, effort, and opportunity. Thus, the performance is depending of employee's work in the period. The transformational leadership style has a positive impact to the employee performance and transformational leaders also application of vision followed by the importance of the application of leaders who are able to make changes in all aspects [1]. Thus, the transformational leadership model is able to provide as a solution in understanding what makes a leader have over big influence on his followers or employees to create sustainable performance improvements.

Furthermore, the two motivating techniques of work is a new technique to fulfilling the employees needs over fundamental underlying work behavior, and persuasive with communication techniques [2]. The motivating techniques are deployed to employees with attention, passion, decisions, or action, satisfaction to increased communication skills. Here, a leader must be bringing attention to the employee about purpose of a job in order to arouse employee with work implementation. The strongest factor to take decisions and action in achieving the goals is expected by the leader. Thus, an employee will be working with high motivation and feel satisfied to achieve the work results.

The transformational leadership styles will be showed emotional feelings about whether of person feels good or bad about the job and employee motivation have positively correlated because the motivation is a valuable additional as a tool for organizations in the company [3]. Thus, it is necessary a point of attention over employee is motivation and leadership style to achieve growth and success.

2. METHODOLOGY

2.1 Relationship between Transformational Leadership and Employee Performance

The assessment of leadership impact over employee has performance and suggested to improve leadership styles as a top priority in improving performance [4]. However, the individual enhancement in training, development, and improvement has been successful performed to get leadership impact [4]. In another study related leadership styles will significantly influence in determining employee performance in achieving organizational goals, motivating behaviours and mission. In order to improve work culture, the direction processes have positive activities related to work within organization. The leadership shows applied leadership style have a factors in improving the employee performance due to organizational development in encouraging and affecting good subordinates morale. The leadership style have many levels especially over society aspects to achieve common goals inside work performance. In addition, the developing and maintaining is successful to organizer requires to understand a culture of society and environmental organizations also constituents the organization. The leadership responsibilities extended from executive officers and beyond the level of general public. The possibilities and leaders limitations must be understood to the workers with intelligently and support leadership well. The transformational leadership is a leader who have a power to influence subordinates in certain ways [5, 6]. Here, the transformational leadership is motivates an employee to do better than before confidence or self-confidence performance improvement of transformational leadership indicators is idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration [7]. Thus, a good Transformational Leadership style will improve employee's performance in achieving the vision and mission over organization company.

2.2 Relationship between Transformational Leadership with Motivation

Transformational leadership in principle motivates subordinates to do a better organization [8, 9]. In other words, the transformational leadership can increase confidence or self-confidence subordinates that will make performance improvement affect. The motivation is desired in oneself that the person achieve the goal. Thus, the motivation is an impulse to governed by purpose and understanding motivation due to performance human resource issues are influenced by motivation [10]. Furthermore, the transformational leadership and motivation have an effect of employee performance [11].

Here, transformational leadership have role to provide positive impact, so that the motivation can improve employee performance. The transformational influence of leadership in motivating employee work is a first step to facilitate a leader in advancing the company. Based on previous study, a good transformational leadership style will be increasing positive impact over employee motivation in achieving organizational goals.

2.3 Relationship between Motivation over Employee Performance

The impact of motivated employees to increasing performance from this study obtained that assessing employee motivation of individual performance is a key to increasing work performance [12]. Here, the motivation is an important factor in determining employee performance. The motivating employees is far too beyond money awards and includes intrinsic also extrinsic rewards. In addition, the individual motivation is a different to individual needs that will generate the employee performance. Therefore, motivation should be targeted over individual groups and satisfy to generalize motivational packets throughout the organization. In other archive the studies, an employee motivation come when employees get some extra encouragement and labor also definitely improve their typical performance standards [13]. This research presented a several decision factors to be considered during survey such as extrinsic factors, work enrichment, performance appraisal, employment relationships, decision-making authority, growth opportunities. The pragmatically is dominated employee to perform and achieve the goals over each organization and motivation on employee performance.

Here, the Motivation is talks about how to encourage one work morale to be willing work by giving optimal ability and expertise to achieve organizational goals. Motivation it was becomes important because the motivation is expected every employee willing to work hard and enthusiastic to achieve high performance [14]. The indicators of motivation have achievement, recognition, responsibility, challenging work, and advancement [15]. Based on previous research, the successful motivation has a positive effect on employee performance [16, 17]. Figure 1 shows conceptual framework model in this study.

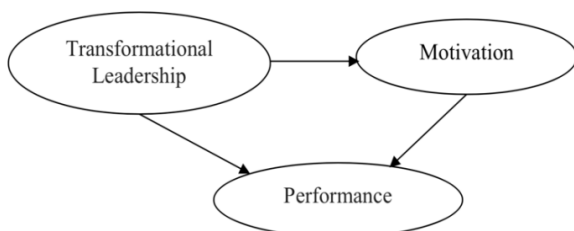


Figure 1. Conceptual Framework Model

As can be seen in the figure, the people are motivated over working performance during employee motivation to achieve company's progress, solve problems, and company goals. The analysis of development motivation studies can improve over employee performance.

3. RESULT AND DISCUSSION

In order to achieve the result, we used Structural Equation Modeling (SEM) method to test and analyze the causal relationship between independent and dependent variables as well as to check the validity and reliability of research instruments with first stages. Here, we collect the data from the correspondences with structural equations, before estimate in early model. The identification problem in this stage is related assessment of probability to obtaining a unique value for each parameter presented in possibility model and simultaneous equation. The estimation result is related a model to generate parameter by using estimation methods. The selection of estimation methods is used to determine of characteristics analysis variables. The test match (testing fit), this stage is related to validated the test match between model with the data. Goodness of Fit (GOF) criteria can be used to implement this step to see validation process. The following table of question items in this research questionnaire based on input and output result (see Figure 2).

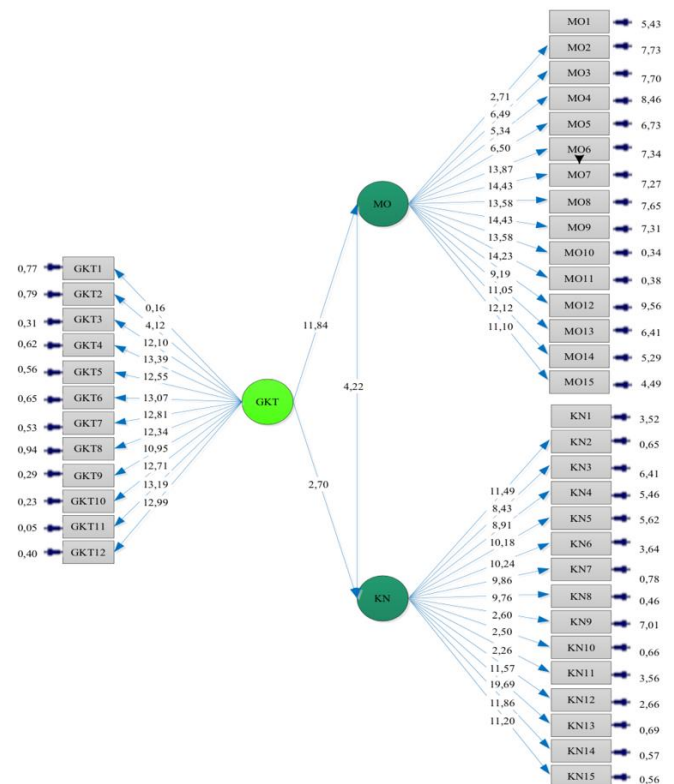


Figure 2. Path diagram T-Value

As can be seen in Figure 2, the transformational leadership variable has a value of $t = 2.70$ with the value $p = 0,000$ while the significance level of 5% is $= 1.96$. Due to calculation parameter $> t$ -value ($2.70 > 1.96$) than

$p < 0.05$. In the transformational leadership variables have a lowest indicator with operationalization in the leader command with the best leadership value. Here, the attitude of discipline in work as an indicator to see operationalization of transformational variables from leadership style. Thus, the leadership provides motivation to the employee in the work capability over company. The result of descriptive analysis is presented transformational leadership belong to good criteria. Here, illustrated the transformational leadership is provided a good term in idealistic influences to provide motivation, giving support, and attention to all employees. The results show the employees are satisfied with transformational leadership style and applied though to questionnaire results over existing conditions.

Furthermore, we obtain t-count value reached 11.94 while t-value has increased over 5% in the significance level is (1.96). Thus, the calculation parameter $>$ t-value ($4.22 > 1.96$) with $p < 0.05$ over the lowest variable with operationalization in dimension of motivation variable to achieve a new employee way. In addition, the motivation variable in the responsibility dimension have highest value to employee overtime work even if not paid. In addition, the test result showed t-value = 4.22 while the parameter increased at 5% significance level is = 1.96 Due to calculation parameter $>$ t-value ($4.22 > 1.96$) with $p < 0.05$. The performance dimensions over performance variables is effective due to have lowest facilities value and equipment by the company while the highest value is attendance with dimension and presented in the workplace over accordance with specified hours.

4. CONCLUSION

The assessment of motivation and transformational leadership style on employee performance of Kansai Prakarsa Coatings company has been successful. In this study, the Structural Equation Model (SEM) analysis was used to assess employee performance. Based our study, The transformational leadership style is significantly affects by motivation over Kansai Prakarsa Coatings company with a better transformational leadership style and higher motivation of employees work. The transformational leadership style has a considerable impact on organizational with a role of motivation to be important in every process of organizational improvement (such as transformational leadership styles and development that will require the implementation of organizational change).

Furthermore, the second motivation is significantly affecting by employee performance. The better of motivation is formed within the organization to improve the performance of its employees. Thus, a good procedure or communication between superiors and subordinates or

management will be making the motivation to build the better activity and will improve employee performance over this company. The transformational leadership style is significantly affecting by employee performance over Kansai Prakarsa Coatings company with teaches process certain the knowledge and skills attitudes also skilled and be able to carry out their responsibilities much better in standards accordance. The transformational leadership styles can be gained with enhance the capabilities and skills of employees for performance boosting over personnel staff in the Kansai Prakarsa Coatings company in near future.

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