The Influence of Transformational Leadership Style on Employee Performance at PT. Three Creation Solutions

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Article Info	Abstract
	This research aims to find out whether leadership style contributes to employee performance. The research population is employees at PT. Three Creation Solutions. The sample of 48 respondents were employees at PT. Three Creation Solutions. Linear regression results for leadership style (X) of 0.477 indicate that for every 1% increase in leadership style value. The correlation between the leadership style variables has a positive influence while the r value is 0.528 (located in the correlation coefficient interval of 0.40-0.55). The correlation between Employee Performance Variables is not very good. This is indicated by the average value of the total employee performance score (Y) of 32.31, located in the class interval 35.0 – 50.0, which is very bad. The coefficient of determination that leadership style has a contribution of 26.3% to employee performance. The results of statistical tests (t test), obtained a value of tcount> ttable (4.218>2.013) with a significance level of (0.000 <0.05) so it can be concluded that Leadership Style contributes on Employee at PT. Three Creation Solutions.

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1. INTRODUCTION

Human resources with a high level of job satisfaction will provide more than the company expects, conversely human resources with a low level of satisfaction will produce low performance as well. [1] Human resources with a low level of job satisfaction will see work as boring, so that employees will work reluctantly and carelessly. In order for the company's sustainability and company goals to be achieved, employees are certainly required to carry out their responsibilities with discipline, such as arriving on time. [2]

Human resource management is a science or method of managing the relationships and roles of resources owned by individuals efficiently and effectively and can be used optimally so that the joint goals of the company, [2] employees and society are achieved optimally." In general, human resource management is one of the efforts made by a company to organize and control its human resources. [3]

The success of a business in achieving its goals depends on Human Resources who contribute to the organization, work and contribute to the development of the company. A company is able to develop rapidly if it has human resources who are competent in their field. [4] On the other hand, if the Human Resources working in the company are not competent, then the company's development will be hampered. With increasingly fierce competition, companies are expected to pay more attention to employee discipline at work and continue to try to improve employee performance so they can compete with other companies. [5]

In the performance assessment conducted by PT. Three Creation Solutions in 2021 to 2023 there are problems with declining employee performance in PT. Three Solution Creations in 2023 that do not meet minimum standards that has been determined by the company. If employee performance is declining will result in the company because the goals to be achieved are not running well.

Based on the problems that occurred at PT. Three Creation Solutions It is known that there are performance problems in employees which are known from the problems that occur and from the work assessment data above there is a phenomenon Decline in employee performance in the company. This fact is what brings the writer's interest to see the influence of how style influences transformational leadership on the performance of employees of PT. Three Solution Creations.

Tabel I.I
Employee performance

Year 2023	Employee performance
Quarter I	Lack of field coordination
Quarter II	58% have not reached the target
Quarter III	Slow data on realization of performance achievements submitted by each field
Quarter IV	3.11% have not achieved performance targets

Based on the description of employee performance results that are still not good or do not meet expectations, the main problem that becomes an obstacle in an institution or organization is the difficulty of building great human resources (HR), which can become a strong foundation for the organization. The difficulty of having great human resources cannot be separated from the lack of leadership possessed by leaders in every institution or organization.

[6] A person who is appointed as a leader or who is recognized by members as someone who is suitable to lead them, is the one who carries out the functions of the organization. The leader's ways and patterns of behavior are interpreted by the subordinates who work with him as a leadership style. [7]

A transformational leadership style is a type of leader who inspires his followers to put aside personal interests and has extraordinary influencing abilities. A key aspect of transformational leadership is the emphasis on follower development. [8]

2. METHOD

Research design is a series of procedures and methods used to analyze and collect data to determine the variables that will be the research topic. [9] The research design is a strategy for the success of research starting from the process until after the research is completed. With a research design, the research can run smoothly and the objectives of the research can be achieved well. [10]

The type of research carried out in this research is causal associative research. According to. [11] causal associative research is research that aims to determine the relationship between two or more variables. With this research, a theory can be built that

functions to explain, predict and control a phenomenon. A causal relationship is a relationship that is cause-and-effect in nature, one variable (independent) influences another variable (dependent).

Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn." The population used in this research was all employees of at PT. Three Creation Solutions, totaling 48 people.

The sample is part of the number and characteristics of the population. A sample is a portion of a population used to estimate population characteristics. The results of research that uses samples, the conclusions will be applied to the population. The sample used in this research was 48 people at PT. Three Creation Solutions

This research uses data obtained from respondents, where respondents will provide responses and write responses to the statements or statements given. The data used is primary data obtained from employees

The data collection method will be helpful because tracing the symptoms in the research can be proven to be true and refute various hypotheses. [12] Therefore, it is important for researchers to use appropriate instruments that have good validity and reliability. To obtain the data and information sources needed in this research, use the method:

1. Observation
   This is done by directly observing all aspects related to the problem being studied.
2. Questioner
   This is a data collection technique by distributing questionnaires to consumers related to research..
3. Likert Scale
   The Likert scale is a psychometric scale that is commonly used in questionnaires and is the scale most widely used in research in the form of surveys. The data collection method used in this research will explain the data sources and types of data, namely as follows:

Primary data is the author's data directly from the research subjects. In this research, primary data is data obtained from questionnaires distributed directly to respondents, through interviews, and direct observation when carrying out practical work.

This questionnaire consists of several questions related to the identity of the respondent along with responses by the respondent regarding Leadership Style and Employee Performance. To measure respondents' opinions, a Likert scale was used, starting from 5 for strongly agree (SS) and 1 for strongly disagree (STS).

3. RESULTS AND DISCUSSION

In the descriptive statistics table below, variables and reliability testing In variable Y (Leadership style) there is a minimum value of 179, namely in question number **2** "Leaders in my workplace can increase employee enthusiasm" and there is a maximum score of 206 in question number **3** "Leaders at my workplace can create conducive working conditions." In variable Y (employee performance) there is a minimum value of 180 in question number **3** "After completing an assignment, I always tidy up the assignment area" and there is a maximum score of 221 on question number **8** "I can work together."

This research is explained through the results of data processing carried out by researchers. Data processing was carried out using the SPSS software program (*Statistical Product and Services Solution*) which can help provide clear and accurate research results, in this research the researcher used simple linear regression analysis.

Tabel 4.1 Regresi Linear Sederhana

Model		B	Std. Error	Beta	t	Sig.
Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients		
1	(Constant)	15,076	4,114		3,665	0,001
	Var X	0,477	0,113	0,528	4,218	0,000
a. Dependent Variable: Performance						

Based on the Coefficient Table, the regression equation can be created as follows:

$Y = a + bX$

$Y = 12{,}695 + 0.543X$

The equation can be translated:

1. The constant is 15,076, meaning that the consistent value of the Employee Performance variable is 15,076
2. The regression coefficient for the leadership style variable (X) is 0.477, indicating that for every 1% increase in the leadership style value, the employee performance value increases by 0.477. The regression coefficient is positive, so it can be said that the direction of influence of variable X on Y is positive.

4. CONCLUSION

Based on the results of research analysis regarding the influence of Leadership Style on Employee Performance at PT. Three Creation Solutions, the following conclusions were obtained:

The leadership style variable found at PT. Three Creation Solutions is very bad. This is indicated by the average value of the total leadership style score (X) of 36.10 located in the class interval 35.0 – 50.0, which is very bad. The Employee Performance Variable found at PT. Three Creation Solutions is very bad. This is indicated by the average value of the total employee performance score (Y) of 35.21, located in the class interval 35.0 – 50.0, which is very bad.

Based on the linear regression coefficient value of the leadership style variable (X) of 0.477, it states that for every 1% increase in the leadership style value, the employee performance value increases by 0.477. The correlation value of the relationship between the two research variables is 0.528 in the moderate relationship category (interval 0.40-0.55). Determining the leadership style variable (X) influences employee performance (Y). The magnitude of the influence is 26.3%. The Coefficients table obtained a value of 0.000 < 0.05, t value: known t_{count} amounting to $4{,}218 > t_{table}$ 2.013, so it can be concluded that the leadership style variable (X) influences employee performance (Y).

5. SUGGESTION

Based on the conclusions as well as discussion and research results, the following author proposes several suggestions as follows:

The leadership style variable in the leader indicator in my workplace can increase employee morale, leaders should pay more attention to employee morale, by providing strong motivation so that each employee carries out their duties well so that they can create optimal performance results.

Employee performance variables in the indicator after completing the task, I always tidy up the work place, employees should pay more attention to the work desk so that it is always neatly arranged, so that work effectiveness and efficiency is better maintained

Future researchers are expected to be able to consider variables such as work environment, organizational culture, or other variables to be used as variables in research, because there are many other variables that can influence employee performance

6. ACKNOWLEDGMENTS

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