

The Influence of Transformational Leadership and Motivation on Employee Performance at Anugerah Palembang Hotel

Agung Wijaya¹⁾, Muhammad Wadud²⁾, M. Kurniawan³⁾

^{1),2),3)}Universitas Indo Global Mandiri, Indonesia

Email: agungwijaya8994@gmail.com¹⁾, wadud@uigm.ac.id²⁾, kurniawan@uigm.ac.id³⁾

Abstract

This study aims to analyze the effect of transformational leadership and motivation on employee performance at Anugerah Palembang Hotel. The number of samples in this study were 35 respondents. The data collection technique utilized questionnaires. The data analysis technique utilized multiple linear regression analysis. This study finds that transformational leadership and motivation have a significant effect on employee performance partially and simultaneously. The results of this study are expected to provide benefits for Hotel Anugerah Palembang to improve employee performance through transformational leadership and motivation.

Keywords: transformasional leadership, motivation, employee performance

1. Introduction

Performance is a real behavior that is displayed by everyone as work performance is produced by employees according to their role in the company. Employee performance is very important in an organization's efforts to achieve its goals. According to Siswanto in Sandy (2015) performance is an achievement achieved by a person in carrying out the tasks and work assigned to him. According to Rivai in Sandy (2015), performance is the result or success rate of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets, or goals or criteria that are determined in advance and mutually agreed upon.

Leadership is a characteristic possessed by a leader in providing motivation and encouragement to his subordinates and at the same time providing good decisions or policies in an organization. Leadership is a way for a leader to influence the behavior of his subordinates so that they want to work together and work productively to achieve organizational goals (Hasibuan 2016). According to Fahmi in Raflianto (2020) leadership is the application of a science that examines how to direct, influence, and supervise employees to carry out tasks with work that have been previously ordered.

One of the leadership styles that is considered capable of improving employee performance is the transformational leadership style (Hersey and Blanchard in Nur 2019). According to Robbins and Judge in Raflianto (2020), transformational leadership is a leader who can motivate and inspire his subordinates not to prioritize their personal interests for the good of the organization and can have a good influence on their subordinates.

Motivation can be interpreted as a person's strength (energy) which can lead to a level of persistence and enthusiasm in carrying out an activity, both from within the individual itself (intrinsic motivation) and from outside the individual (extrinsic motivation). Motivation is a driving force from within a person to do or achieve a goal. Motivation can also be said as a plan or desire to achieve success and avoid life's failures. Someone who has motivation means

that he already has the power to gain success in life.

Work motivation comes from the desire from within to develop and be more advanced, the income or salary received and the achievements to be achieved. Work motivation is important because motivation is something that causes, distributes and supports human behavior so that they want to work hard and enthusiastically to achieve optimal results (Hasibuan, 2016). According to Murti (2013) motivation is encouragement given by oneself or someone which includes one's feelings and thoughts which aims to create a sense of enthusiasm for work so that it will make individuals motivated and willing to do their job well.

Field observations made by researchers facts related to the conditions of employee performance, the results of interviews with one of the employees and the field shows that leaders rarely take the time to share, provide motivation, at least give bonuses, lack of job security which has an impact on employee motivation and make employee performance worse. the company is less than optimal.

Based on the description above, it is necessary to carry out further research and see how far the leadership and employee motivation has been implemented, especially at the Anugerah Palembang Hotel. With this research takes the Influence of Transformational Leadership and Motivation on Employee Performance at Anugerah Palembang Hotel.

2. Literature Review

According to Bass and Raihani in Soelton (2018) transformational leadership is a process in which leaders take action to increase coworkers' awareness of what is right and what is important, to go beyond their personal interests to achieve group and organizational goals.

According to Wijayanto in Lidya (2013), transformational leadership, namely leadership in which the leader provides individual attention, intellectual stimulation and the leader has charisma, the indicators are as follows:

1. Charisma, providing vision and mission to gain respect and trust.
2. Inspiration, communicating high expectations, expressing the importance of goals in a simple way.
3. Intellectual stimulation, encouraging intelligence, rationality, and being careful in solving problems.
4. Individualized consideration, giving personal attention, training, giving advice. According to Murty et al in Raflianto (2020) motivation is encouragement given by oneself or someone which includes one's feelings and thoughts which aims to create a sense of enthusiasm for work so that it will make individuals motivated and want to do their job well.

Abraham Maslow's theory of motivation in Tampi (2014), that within all human beings there are five levels of needs, namely as follows:

- a. Physiological, including hunger, thirst, protection (clothing and housing), sex and other physical needs.
- b. Security, including safety and protection against physical and emotional losses.
- c. Social, includes affection, belonging, good acceptance, and friendship.
- d. Appreciation includes self-respect factors such as self-esteem, autonomy and achievement, as well as external factors such as status, recognition and attention.
- e. Self-actualization, the urge to become someone/something according to one's ambitions

which includes growth, achieving potential and self-fulfillment.

3. Research Method

The objects in this study were all employees of the Palembang Anugerah Hotel. This research was conducted approximately 5 months. The data used in this research is primary data. This data is obtained or collected directly from the main source (without intermediaries). Primary data sources in this study were obtained from answers or questionnaires distributed to respondents. The ways to obtain data and information in this study are interviews and direct distribution of questionnaires with a Likert scale. The population in this study were all employees of Hotel Anugerah Palembang, totaling 35 employees. The sample collection technique used to determine the number of samples in this study included using saturated sampling techniques

4. Findings and Discussions

Table 1. Partial test Results (t-Test)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	36.018	10.992		6.389	.000
Transformational leadership	.566	.333	.309	5.980	.005
Motivation	.456	.501	.400	5.567	.003

The table 1 produces a t-count of 5.980 at a sig level of 0.05. The t-test results are related to the hypothesis proposed in this study. It is known that the Sig value for Transformational Leadership on Employee Performance is $0.005 < 0.05$ and the t count value is $5.980 > t$ table 2.039, so it can be concluded that H1 is accepted which means Transformational Leadership (X_1) partially has a positive and significant effect on Employee Performance (Y) at the Palembang Anugerah Hotel.

Table 1 produces a t-count of 5.567 at a sig level of 0.003. The t-test results are related to the hypothesis proposed in this study. It is known that the Sig value for Motivation (X_2) on Employee Performance (Y) is $0.003 < 0.05$ and the t count value is $5.874 > t$ table 2.039, so it can be concluded that H2 is accepted which means Motivation (X_2) partially has a positive and significant effect on Employee Performance (Y) at Anugerah Palembang Hotel.

Table 2. Simultaneous test results (F)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	23.313	2	11.656	7.658	.002 ^b

Residual	225.259	32	7.039
Total	248.571	34	

Based on the table 2, the results of the F test can be seen that the f count is 7.658. To determine the F table, it can be seen in the statistical table at a significance level of 0.05 with df 1 (number of variables -1) = 3-1 = 2, and df2 (n-k-1) or 35-3-1 = 31 (n is the amount of data and k is the number of dependent variables). The results obtained for the F table are 7.658 (seen in the statistical table). Because F count > F table (7.658 > 3.305) then H3 is accepted. So it can be concluded that Transformational Leadership and Motivation have a positive and significant effect on Employee Performance at Anugerah Palembang Hotel

According to O'Leary about transformational leadership can affect performance. Abraham Maslow about motivation can affect performance. Also supported by previous studies such as Yulia Arnita (2012) showing that Transformational Leadership Style and Motivation have a significant influence on performance.

5. Conclusion

1. There is a partial influence of transformational leadership with a significant level less than 0.05 ($0.005 < 0.05$) on employee performance. From the research results obtained t-count Transformational Leadership obtained value ($t_{\text{count}} 5.980 > t_{\text{table}} 2.039$).
2. There is a partial influence of motivation with a significant level less than 0.05 ($0.003 < 0.05$) on employee performance. From the research results obtained t_{count} motivation obtained value ($t_{\text{count}} 5.560 > t_{\text{table}} 2.039$).
3. Based on the F test, the results of the F test were obtained with an Fcount > F table (7.658 > 3.305) and a significant level less than 0.05 ($0.002 < 0.05$). This shows that the variables of Transformational Leadership and Motivation simultaneously have a significant effect on employee performance.

References

- Ghozali. (2013). *Metode Penelitian*. Bandung: Pustaka Setian.
- Hasibuan, Malayu S.P (2016). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Penerbit PT Bumi Aksara.
- Murti, H. (2013). Pengaruh Motivasi Terhadap Kinerja Pegawai Dengan Variabel Pemediasi Kepuasan Kerja Pada PDAM Kota Madiun. *Jurnal Riset Manajemen dan Akuntansi* 1(1).
- Nurvita, A. R., & Budiarti, A. (2019). Pengaruh Kepemimpinan Transformasional Dan Motivasi Terhadap Kinerja Karyawan (Studi Pada Bnn Kota Surabaya). *Jurnal Ilmu Dan Riset Manajemen*, 8, 1–18.
- Sandy (2015). Pengaruh Gaya Kepemimpinan Transformasional Dan Kompensasi Finansial Terhadap Kinerja Karyawan Pada PT. Bank Rakyat Indonesia Kantor Cabang Pembantu Kopo Bandung. *Jurnal EMBA*, Vol 5, No. 3
- Soelton, M., & Yasinta, D. (2018). Pengaruh kepemimpinan transformasional, lingkungan kerja fisik dan stres kerja terhadap kinerja pegawai pada kantor kecamatan penjaringan jakarta utara. *Jurnal Ekonomi*, 23(1), 20–32.

Tampi, B. J. (2014). Pengaruh Gaya Kepemimpinan dan Motivasi Terhadap Kinerja Karyawan Pada PT. Bank Negara Indonesia, TBK (Regional Sales Manado). *Jurnal Acta Diurna*, Volume III. No.4., III(4), 1–20.