

The Role of Transformational Leadership Style on Performance

Jefrey Kosasih
Zamralita
P. Tommy Y.S. Suyasa
Universitas Tarumanagara

Abstract

The purpose of this study was to look at the role of transformational leadership style on motivation and performance of the employees of PT XYZ. Data were collected from 61 employees of PT XYZ, which is derived from the division of administration, production, distribution, and warehouse in the company. The participants responded statement presented through questionnaires given regarding transformational leadership style in the company, motivation, and performance. The results showed that there is a positive and significant role or relationship between transformational leadership style and motivation on employee of PT XYZ. In other words, if the enhanced transformational leadership style, employee motivation of PT XYZ will increase. The results also indicate that transformational leadership style has no role or relationship with the performance of the employees of PT XYZ. Limitations of this study are the small sample numbers and the status of researcher as a subsidiary of company owner that can lessen the quality of participants' answers. From a practical perspective, the results emphasize the need for PT XYZ to find the right strategies to improve employee performance. Although many studies have discussed the transformational leadership style, motivation, and performance, this study is new because it is done in the company are still traditional or does not have a standardized system, as well as the majority of the employees with low level of education.

Keywords : Transformational Leadership Style, Performance