The Influence of a Transformational Leadership Style on Employee Spirit

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Abstract: This research was conducted at the Maritime Adiguna Polytechnic. The purpose of this study is the purpose of this study is to determine how the influence of the Transformational Leadership Style on the Morale of Maritime Adiguna Polytechnic. The results of this study indicate. (1) The constant value (a) of 7,926 indicates the amount of the Morale Variable (Y) if the Transformational Leadership Style Variable (X) is equal to zero. (2) It can be seen that the adjusted R square value is 0.191 or 19.1%. This shows that the Transformational Leadership Style Variable (X) and the Work Spirit Variable (Y) can explain the Employee Performance Variable (Y) of 19.1%, the rest 80.9% (100% - 19.1%) is explained by other variables outside this research model. (3) Hypothesis testing, it can be seen that tcount (3.234)> t table (1.684), as well as a significance value of 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the Transformational Leadership Style variable (X) has a significant effect on Variable Morale (Y).

Keywords: Transformational Leadership Style and Work Spirit

I. INTRODUCTION

Human resources play a very important role, human resources are seen as the main driving factor in determining the success of a company. Boosting employee motivation must be done to encourage the achievement of good performance. Motivation is the process of giving motives (driving) to work for employees so that they want to work in order to achieve company goals effectively and efficiently (H Murti, VA Srimulyani, 2013). The giving of this work motive is contained in Maslow's hierarchical needs theory which includes physiological needs, security needs, social needs, reward needs and self-actualization needs (Handoko, 2013). With the fulfillment of all needs or wants and expectations, employees will get satisfaction, and employees with high levels of satisfaction will automatically increase their performance. There are several things that connect job satisfaction with employee performance, especially rewards. In this case when employees receive an award they deem they deserve, and are satisfied, the employee can produce greater performance.

According to Handoko (2011: 3), human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. Human resources have a significant share in increasing organizational provitability. One of the efforts that needs to be made in making employees aware so that in carrying out work is carried out voluntarily, a sense of belonging and a sense of responsibility in the hope that each employee can work harder so that in the end employee effectiveness can be achieved.

Leadership is also understood as the ability to influence various strategies and goals, commitment and adherence to tasks to achieve goals, influencing groups to identify, maintain, and develop organizational culture (Yulk in Sadler, 2003). Lussier and Achua (2001), state that leadership is a two-way influence. Leaders influence followers, so do followers influence leaders. Leadership is said to be effective when followers carry out what is useful and ethical for the benefit of the organization and themselves. Leaders are said to be effective if they seek change, and people

in organizations trying to try something new. Leaders and followers always work with people to achieve success (Kusumawati, 2010).

Transformational leadership theory is all about leadership that creates positive changes in followers where they take care of each other's interests and act in the interests of the group as a whole (Warrilow, 2012). Morale is influenced by financial incentives and organizational commitment simultaneously and is able to support employee morale. Transformational leadership and organizational commitment together influence employee morale and create a professional work climate.

Research purposes

The purpose of this research is to find out how the influence of the Transformational Leadership Style on the Morale of the Maritime Adiguna Polytechnic.

II. THEORETICAL BASIS

Human Resources Management

According to Handoko (2011: 3), human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. According to Dessler (2015: 3), human resource management is a process for obtaining, training, assessing, and compensating employees and for managing labor relations, health and safety, and matters related to justice. According to Simamora (2015: 5), human resource management is the empowerment, development, assessment, remuneration and management of individual members of organizations or groups of workers.

Transformational Leadership Style

Leadership is an activity process starting from the planning process to supervision. Francisco et al. (2005), conducted a study on changes in leadership orientation in relation to employee performance. In his research, it was stated that the change in leader orientation, namely; transforming values, causing an increase in employee performance. Gilley et al. (2009) stated that effective leadership in organizational change causes an increase in employee performance. The style applied in leading the organization is very influential on work results. Style a leadership, is a description of the work steps that must be followed by employees who are under him. The behavioral characteristics of a boss can affect employee performance. (RJA Tucunan, 2014)

Leaders pay attention to the needs, concerns and development of individual followers, change followers' awareness of problems by helping them to see old problems in new ways and they are able to awaken and inspire followers to put out extra effort in achieving group goals (Robbins and Coulter, 2012).

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Spirit at work

The definition of morale according to Alexander Leightemy in Alex Nitisemito (2010: 160) is "as something positive and something good, so that it can contribute to work in a better sense. If the workforce is passionate about working, it is said that the workforce has high morale. Conversely, if the workforce is not enthusiastic or lazy at work, it is said that the workforce concerned has a low moral degree. Low morale can lead to strikes, frequent absences, pretense and various other actions. Nitisemito (2010: 160) morale is "to do work more actively, so that work will be expected to be faster and better".

Nitisemito (2002: 56) defines that morale is a condition for someone who supports himself to do work faster and better in a company. Purwanto (2005: 83) states that morale is something that makes people happy to serve their jobs, where work satisfaction and pleasant family relationships are part of it. The previous description can be concluded that morale is the ability or willingness of a person to work together to carry out their duties or work actively and discipline and with a full sense of responsibility accompanied by their volunteerism and willingness to achieve organizational goals (S.C.Y. Assagaf., L.O.H. Dotulong, 2015).

III. RESEARCH METHODS

Location and Time of Research

This research will be conducted at the Adiguna Maritim Polytechnic of North Sumatra Indonesia. This research will be conducted from February 2019 until the completion of this research.

IV. DISCUSSION

A. Classic Assumption Test

The testing of classical assumptions with the SPSS 23 for windows program carried out in this study includes:

1. Normality Test

Normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the normality test of the statistical method uses the one sample Kolmogorov Smirnov Test. The test results using SPSS 23 for windows are as follows:

Table 1. Uji *One Sample Kolmogorov Smirnov Test*

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			41
Normal Parameters[a,b]	Mean		,0000000
	Std. Deviation		1,68707910
Most Extreme Differences	Absolute		,086
	Positive		,086
	Negative		-,079
Test Statistic			,086
Asymp. Sig. (2-tailed)			,200[c,d]
Monte Carlo Sig. (2-tailed)	Sig.		,927[e]
	99% Confidence Interval	Lower Bound	,822
		Upper Bound	1,000
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			
e. Based on 41 sampled tables with starting seed 2000000.			

From the output in table 1, it can be seen that the significance value (Monte Carlo Sig. Lower Bound) of all variables is 0.822. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to determine whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this study is seen from the tolerance or variance inflation factor (VIF) value. The calculation of tolerance or VIF values with the SPSS 23 for windows program can be seen in Table 2 below:

Table 2. Multicollinearity Test Results

Coefficients[a]							
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,926	2,473		3,205	,000		
	Leadership_Transformational_style _X	,485	,150	,460	3,234	,000	1,000	1,000
a. Dependent Variable: Spirit at work _Y								

Based on table 2, it can be seen that the tolerance value of the Transformational Leadership Style Variable (X) is 1,000, Work Spirit Variable (Y) is 1,000, where all of them are greater than 0.10 while the VIF value of the Transformational Leadership Style Variable (X) is 1,000, The work spirit variable (Y) is 1,000, where all of them are less than 10. Based on the results of the above calculation, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that it does not occur. symptom correlation on the independent variable. So it can be concluded that there is no multicollinearity symptom between independent variables in the regression model.

B. Multiple Linear Regression Testing

Multiple linear regression testing explains the role of the Transformational Leadership Style Variable (X) on Work Spirit Variable (Y). Data analysis in this study using multiple

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b1X + \varepsilon$, so that the equation is: $Y = 7,926 + 0.485X$

The description of the multiple linear regression equation above is as follows:

1. The constant value (a) of 7,926 indicates the amount of the Morale Variable (Y) if the Transformational Leadership Style Variable (X) is equal to zero.
2. The regression coefficient value of the Transformational Leadership Style Variable (X) (b1) of (0.485) indicates the magnitude of the role of the Transformational Leadership Style variable (X) on the Employee Performance Variable (Y) with the assumption that the Morale (Y) variable is constant. This means that if the Transformational Leadership Style Variable (X) factor increases by 1 unit of value it is predicted that the Employee Performance Variable (Y) will increase by (0.485).

linear regression analysis using SPSS 23 for windows. The analysis of each variable is described in the following description:

Table 3. Results of Multiple Linear Regression

Coefficients[a]							
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,926	2,473		3,205	,000		
	Leadership_Transformational_style _X	,485	,150	,460	3,234	,000	1,000	1,000
a. Dependent Variable: Spirit at work _Y								

C. Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the determinant coefficient value is used to measure the magnitude of the contribution of the variable under study X and Y as the dependent variable.

The greater the coefficient of determination, the better the ability of variable X to explain variable Y. If determination (R^2) is greater (close to 1), it can be said that the influence of variable X is large on variable Y. The formula for the coefficient of determination is as follows:

This shows that the model used is getting stronger to explain the effect of variable X on variable Y. Conversely, if the determination (R^2) is getting smaller (close to zero), it can be said that the effect of variable X on variable Y is getting smaller. This shows that the model used is not strong enough to explain the effect of variable X on variable Y.

The value used in looking at the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination can be seen in Table 4 below:

Table 4. The coefficient of determination

Model Summary[b]					
Mo del	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,460[a]	,212	,191	1,709	1,876
a. Predictors: (Constant), Leadership_Transformational_style _X					
b. Dependent Variable: Spirit at work _Y					

Based on table 4. it can be seen that the adjusted R square value is 0.191 or 19.1%. This shows that the Transformational Leadership Style Variable (X) and the Work Spirit Variable (Y) can explain the Employee Performance Variable (Y) of 19.1%, the rest 80.9% (100% - 19.1%) is explained by other variables outside this research model.

D. Hypothesis Testing

1. t test (partial)

The t statistical test is also known as the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable. In this study, a partial hypothesis test was carried out on each independent variable as in Table 5 below:Table 5. Partial Test (t)

Coefficients[a]								
Model		Unstandard ized Coefficient s		Standard ized Coeffici ents	t	Si g.	Collinearity Statistics	
		B	Std. Err or	Beta			Tolera nce	VI F
1	(Constant)	7,9 26	2,4 73		3,2 05	,0 00		
	Leadership_ Transformation al_style _X	,48 5	,15 0	,460	3,2 34	,0 00	1,000	1,0 00
a. Dependent Variable: Spirit at work _Y								

Hypothesis Testing The Effect of Transformational Leadership Style Variables (X) on Work Morale (Y) variables. The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1. Accept H0 If tcount <ttable or -thitung> - ttable or Sig. > 0.05
2. Reject H0 If tcount ≥ ttable or -thitung ≤ - ttable or Sig. <0.05

From table 4.11, it is obtained that the t-count value is 3.234 With α = 5%, t table (5%; 41-2 = 39) obtained a t-table value

of 1.684 From this description it can be seen that tcount (3.234)> t table (1.684), as well as the value The significance is 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the Transformational Leadership Style variable (X) has a significant effect on the Morale Variable (Y).

V. CONCLUSION

Based on the results of research and discussion in the previous chapter, it can be concluded as follows:

1. In a Transformational Leadership Style, a leader who is able to stimulate the creativity of his subordinates is certainly needed. The lack of leadership in showing the leadership's position at work as well as a lack of leadership in attracting the attention of subordinates and the inability of leaders to stimulate their subordinates can cause lethargy in working so this can be addressed by improving the way leaders communicate with their subordinates, two-way communication can increase enthusiasm and trust an employee towards his or her leadership must also be able to stimulate creativity by always giving appreciation for the ideas that employees give and the leader must be able to attract the attention of subordinates so that they are motivated to do more than initially expected, if an employee feels cared for and listened to by his ideas then naturally the desire to continue to explore in the way of working will continue to increase and automatically the individual's ability will be higher. This will also build Morale.
2. The constant value (a) of 7.926 indicates the amount of the Morale Variable (Y) if the Transformational Leadership Style Variable (X) is equal to zero.
3. It can be seen that the adjusted R square value is 0.191 or 19.1% This shows that the Transformational Leadership Style Variable (X) and the Morale Variable (Y) can explain the Employee Performance Variable (Y) of 19.1%, the rest is 80.9% (100% - 19.1%) is explained by other variables outside this research model.
4. Hypothesis testing, it can be seen that tcount (3.234)> t table (1.684), as well as the significance value of 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the Transformational Leadership Style variable (X) has a significant effect on the variable Morale (Y)

VI. CONTRIBUTION / ORIGINALITY

The contribution of this research is expected to be used as one of the basic considerations in decision making in the field of human resource management, especially in order to maximize the performance of services to students and the community at the Polytechnic Adiguna Maritim North Sumatra.

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