

The Influence Of Transformational Leadership And Work Discipline On Automotive Employee Performance In Bandar Lampung

listiani, ribhan, nova mardiana

ABSTRACT:THE AUTOMOTIVE INDUSTRY IN BANDAR LAMPUNG IS CURRENTLY EXPERIENCING A RAPID INCREASE EVERY YEAR. ONE OF THE PRODUCTS IN THE AUTOMOTIVE INDUSTRY THAT CONTINUES TO INNOVATE IS THE CAR, TRANSFORMATIONAL LEADERSHIP WITH EMPLOYEE PERFORMANCE WITH GOOD WORK RESULTS AND LOOKING FOR THE ABILITY TO CARRY OUT THEIR WORK FUNCTIONS PROPERLY, BOTH IN QUANTITY BY COMPARING THE WORK THEY DO WITH THE COMPANY'S STANDARDS, AND EMBODIMENT OF EMPLOYEE ATTITUDES CAN HAVE GOOD WORK DISCIPLINE.

Index Terms: Automotive Industry, Transformational Leadership, Work Discipline And Employee Performance

1. INTRODUCTION

Car transportation in Bandar Lampung can be said to be a luxury item, but over the years, car transportation has become a very important need for residents in Bandar Lampung, especially for middle or middle class in Bandar Lampung. Most car users that exist today are Toyota, Honda, and Nissan car users, which are quite visible in the city of Bandar Lampung with various types, depending on the interest, especially families and young people in Bandar Lampung. Leadership in each company in the automotive in Bandar Lampung must be effective because it is very important for the future leadership must be aligned with achieving goals, and can be benefited and in carrying out their duties as a leader himself, because leadership can actually be determined by how the leader can directing its members. Transformational leadership can also be one of the determining factors in a company. Because the success or failure in an automotive company in Bandar Lampung can be an achievement of the company's goals so that it can be influenced by the way a leader gives instructions to subordinates. a leader in an automotive company in Bandar Lampung can be effective and appropriate if a leader is able or able to carry out and manage each of these companies.

2 LITERATURE REVIEW & HYPOTHESIS

2.1 Leadership, work discipline and performance

Transformational leadership in an automotive industry company in Bandar Lampung is expected to be useful in the future and employees can have advantages in carrying out the tasks given by a leader, because transformational leadership is basically someone who has his own advantages, both the ability to be able to influence subordinates or people's behavior at the job. transformational leadership in Bandar Lampung is a person or a way that is done by a leader to change the attitudes or behavior of employees, because basically the success factor done by a leader or transformational leadership is one of which can depend on how leadership itself is doing so that leaders will be excited in creating memories or situations that will cause and carry out what they are told. Transformational leadership in an automotive industry company in Bandar Lampung can see what culture or improvement is in an automotive company. In automotive companies it is clear that good and effective transformational leadership is needed. Because it is expected that transformational leadership in the automotive industry in

Bandar Lampung will be seen in the future and can be useful. Discipline of work in the automotive industry company in Bandar Lampung is an attitude that exists in subordinates or employees, as well as the behavior or behavior and actions in accordance with the regulations of the automotive industry company, both written and unwritten. According to Hasibuan, (2010: 212), the understanding of the work discipline of the automotive industry as an attitude that must be able to respect, respect each other, and be able to carry out existing and current regulations so that the work discipline of the automotive industry in the city of Lampung will succeed well and effectively going forward . Performance in the automotive industry in Bandar Lampung is a result that has been achieved which can be seen from the quality and quantity that someone has carried out in his work so that it can be achieved with pride in carrying out the tasks that have been carried out and in accordance with the responsibilities that have been given to subordinates in the company industry the. Those who work will produce good performance which can be said also as the value of employee behavior with workers who contribute positively in completing the objectives of the automotive industry company. performance can also be said as work that is exceeded or achieved by someone.

2.2 Hypothesis Development

The relationship that has been formed with the existence of Leadership and Productivity and Employee performance in an automotive industry company in Bandar Lampung. This study illustrates the interaction that exists between effective transformational leadership and the use of appropriate abilities, and transformational leadership is important in implementing and improving performance. Discipline of work in the automotive industry in Bandar Lampung is a respectful attitude, as well as the rewards obtained in carrying out the objectives, and compliance that has been carried out against these rules that have been agreed by automotive industry companies. Thus, the hypothesis proposed is as follows:

H1: There is a positive influence of transformational leadership on the performance of the automotive industry in Lampung

H2: There is a Positive Effect of Work Discipline on the performance of the automotive industry in Lampung There is a positive influence of leadership on performance

3 METHOD

3.1 Sampling

The sampling technique is based on the statement of Sekaran (2006) In this study the sample used a questionnaire, and those used as sample members were 40 employees of PT Wahana Persada Lampung, 40 employees of Auto 2000 Raden Intan and 40 employees of PT Honda Lampung Raya. According to Hair et al (2010), the number of samples is at least 5 (five) times the number of indicators. Hair et al (2010) also suggest that the appropriate sample size ranges from 100-200 respondents. In this study took 40 respondents in each company so that the sample size of 120 respondents was felt to be sufficient to represent the population.

4 RESULT AND DISCUSSION

Hipotesa	T	T table	Sig
Leadership (X1)	8.46	1.65	0.000
Work Discipline (X2)	10.79	1.65	0.000

4.1 Effect of Effect of Leadership on Employee Performance (X1)

Based on the table, the calculated t value obtained for the attitude variable (X1) is 8.46. The results of multiple linear regression analysis note that leadership has a significant and positive significant effect on the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. This is known from the acquisition of the value of t count 8.461 which is positive and greater than t table 1.657 and a regression coefficient of 0.553 which is positive. Regression coefficient of 0.553 which has a positive direction indicates that the better the competence, the better the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. the definition and definition of leadership. The reliability test results obtained Alpha Cronbach's leadership (X1) value of 0.874 and it can be concluded that the questionnaire used in this study was declared reliable because Alpha Cronbach's was $0.874 > 0.60$. This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms. The results of the reliability test obtained Alpha Cronbach's Work Discipline (X2) value of 0.890 and it can be concluded that the questionnaire used in this study was declared reliable because Alpha Cronbach's amounted to $0.890 > 0.60$. The results of the reliability test obtained Alpha Cronbach's performance (Y) value of 0.801 and it can be concluded that the questionnaire used in this study was declared reliable because Cronbach's Alpha was $0.801 > 0.60$. This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms. Normality Test Results The significance value (p-value) of all variables is greater than the 0.05 significance so it can be stated that the data in this study have been distributed normally with the following table 1.

Table 1. so it can be stated that the data in this study have been distributed normally with the following table 2.

		Kepemimpinan	Disiplin	kinerja
N		120	120	120
Normal Parameters ^{a,b}	Mean	37,01	37,45	37,89
	Std. Deviation	5,762	5,722	5,184
Most Extreme Differences	Absolute	,114	,077	,091
	Positive	,057	,068	,044
	Negative	-,114	-,077	-,091
Kolmogorov-Smirnov Z		1,246	,843	,999
Asymp. Sig. (2-tailed)		,090	,475	,271

a. Test distribution is Normal.

b. Calculated from data.

The results of multiple linear regression analysis found that leadership significantly and positively significant effect on the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. This is known from the acquisition of the value of t count 8.461 which is positive and greater than t table 1.657 and a regression coefficient of 0.553 which is positive. Regression coefficient of 0.553 which has a positive direction indicates that the better the competence, the better the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. Bass & Stogdill (in Yukl, 1998) regarding the definition and definition of leadership concluded that "... there are almost as many definitions of leadership as the number of people who have tried to define the concept.

Table 3. Leadership Regression Results for Employee Performance (X1)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17,433	2,447		7,125	,000
	Kepemimpinan	,553	,065	,614	8,461	,000

a. Dependent Variable: kinerja

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,614 ^a	,378	,372	4,107	,378	71,585	1	118	,000

a. Predictors: (Constant), Kepemimpinan

The results of multiple linear regression analysis note that work discipline has a real and significant positive effect on the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. This is known from the acquisition of the value of t count 10.709 which is positive and greater than t table 1.65 and a regression coefficient of 0.636 which is positive. Regression coefficient of 0.636 which has a positive direction indicates that the better the discipline of work, the better the performance of employees of Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung. Discipline of the automotive industry in the automotive industry

in Bandar Lampung is the willingness or willingness of an employee to appear himself with awareness to follow what is in the rules that apply in the automotive industry company in the city of Lampung..

Table 3. Multiple linear regression test of work discipline on performance

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,072	2,250		6,254	.000
	Disiplin	,636	,059	,702	10,709	.000

a. Dependent Variable: kinerjaj

5. CONCLUSION

The conclusion that can be drawn from the results of research and discussion is that this study supports the proposed hypothesis.

1. Leadership has a positive effect on employee performance owned by the Auto 2000 Raden Intan agency, PT. Honda Lampung Raya and PT. Wahana Persada Lampung, The positive influence shows that employee performance will increase if leadership has increased. Because of the leadership given by the Auto 2000 Raden Intan agency, PT. Honda Lampung Raya and PT. Wahana Persada Lampung, is enough to inspire employee confidence so as to create a good perspective of thinking and good coordination and communication between employees and leaders, to realize the vision and mission of the agency. Work discipline has a positive effect on the performance of employees in Auto 2000 Raden Intan, PT. Honda Lampung Raya and PT. Wahana Persada Lampung, The positive influence shows that performance will improve if work discipline is organized and continues to be obeyed.

REFERENCES

- [1] Akinola, Olumide. 2011 Evaluation of leadership and Employee Commitment to Work in Nigeria Botting Company. *Studies in Sociology of Science*, Vol. 2, No. 2, 2011, pp. 62-68
- [2] Arsyad M. Importance of Working Discipline to Improve Employee's Working Productivity of Motor Vessel Manufacturing Company in Makasar Shipyard. *Business Management and Strategy*, 2014, 5(2)
- [3] Avolio, Bruce J, et all, Transformational Leadership in a Management Game Simulation, *Group & Organization Studies*, Vol. 13 No. 1, March 1988
- [4] Bass, B.M., *Leadership and Performance Beyond Expectations*, The Free Press, New York, 1985
- [5] Bass, B.M., *From Transactional to transformational Leadership: Learning to Share the Vision*, Organizational Dynamic, 1990, dalam Steers, Porter & Bigley, *Motivation and leadership at Work*, McGraw Hill International 6th Edition, 1996
- [6] Bass, B.M., *The Ethics of Transformational Leadership*, Academy of Leadership Press, 1997 (dalam www.academy.umd.edu, 6 Nopember 2004)
- [7] Beck Tauber, Daniella. 2012. *Transformational Leadership: Exploring its Functionality* (Dissertation). Universitas-Buchbinderei Georg Kondard. Munich.152 pp
- [8] Doherty, Alison J dan Danylchuk, Karen E. 1996. Transformational and Transactional Leadership in Interuniversity Athletics Management. *Journal of Sport Management*. 10: 292-309
- [9] Geoff Ryan Lyle M. Spencer Urs Bernhard. 2012. Development and validation of a customized competency-based questionnaire, *Cross Cultural Management: An International Journal*, Vol. 19 Iss 1 pp.90 – 103.
- [10] Kalimullah Khan U., Farooq, S. U., and Ullah, M. I. 2010. Relationship Between Leadership and Employee Productivity in an Organization. *Research Journal of International Studies*, 14, pp:37-52
- [11] Koopmans, et al. 2013. Development of an Individual Work Performance Questionnaire. *International Journal of Productivity and Performance Management.*, 62(1):6-28.
- [12] Koopmans, L., Bernaards, C.M., Hildebrandt, V.H., Vet, H.C.W., deBeek, A. J.2014, Construct validity of Individual Work Performance Questionnaire. *Journal of Occupational and Environmental Medicine*, Volume 56, Number 3. Pp. 331-337
- [13] Muhammad Arifin, dan School of Communication. 2015. The Influence of Competence, Motivation, and Organisational Culture to High School Teacher Job Satisfaction and Performance. *International Education Studies*; Vol. 8. Published by Canadian Center of Science and Education
- [14] Thief, I., A. Baharuddin., & M. Syafi. 2015. Effect of training, compensation and work discipline against employee job performance studies in the office of PT. PLN (persero) service area and network. *Review of european studies*, (11) : 23-33.
- [15] Zafrullah Khan, Abdul Sattar Khan*, Irfanullah Khan. 2017. Impact of Performance Appraisal on Employee's Performance Including the Moderating Role of Motivation: A Survey of Commercial Banks in Dera Ismail Khan, Khyber Pakhtunkhwa, Pakistan.5(1): 1-9.