



The Influence of Transformational Leadership Style, Work Discipline, and Work Environment on Employee Performance of The Regional Disaster Management Agency of Central Maluku Regency

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Article Info	Abstract
Article History Received: 2023-09-17 Revised: 2023-10-23 Published: 2023-11-04 Keywords: <i>Leadership; Transformational; Discipline; Environment; Performance.</i>	<p>The Regional Disaster Management Agency (BPBD) as an agency that has always been at the forefront of the field of disaster in the Central Maluku Regency region cannot be separated from its success from the human resources in it, and employees who are an important element in achieving the vision and mission and goals of the organization based on the level of achievement of its performance. For this reason, employees are always required to produce good performance because good or bad performance will affect the goals of the organization. In this case an organization needs a leader, with the presence of a leader can move or direct the organization in achieving its goals. In addition to leadership factors, work discipline and an adequate work environment are also needed and support the implementation of work so that the performance of employees who are expected to increase can be carried out properly. The research was conducted at the Regional Disaster Management Agency (BPBD) of Central Maluku Regency. The type of data used is qualitative data. Data was collected through a questionnaire to 31 respondents. Data analysis technique using multiple linear regression analysis. Data processing using SPSS. The results of the study show that: (1) transformational leadership style directly has a positive and significant effect on employee performance, (2) work discipline has a positive and significant effect on employee performance, (3) work environment has a positive and significant influence on employee performance.</p>
Artikel Info	Abstrak
Sejarah Artikel Diterima: 2023-09-17 Direvisi: 2023-10-23 Dipublikasi: 2023-11-04 Kata kunci: <i>Kepemimpinan; Transformasional; Disiplin; Lingkungan; Kinerja.</i>	<p>Badan Penanggulangan Bencana Daerah (BPBD) sebagai lembaga yang selalu terdepan dalam bidang kebencanaan di wilayah Kabupaten Maluku Tengah tidak lepas dari keberhasilannya dari sumber daya manusia yang ada di dalamnya, dan pegawai yang merupakan unsur penting dalam mencapai visi dan misi serta tujuan organisasi berdasarkan tingkat pencapaian kinerjanya. Untuk itu pegawai senantiasa dituntut untuk menghasilkan kinerja yang baik, karena baik buruknya kinerja akan mempengaruhi tujuan organisasi. Dalam hal ini suatu organisasi memerlukan seorang pemimpin, dengan kehadiran seorang pemimpin dapat menggerakkan atau mengarahkan organisasi tersebut dalam mencapai tujuannya. Selain faktor kepemimpinan, disiplin kerja dan lingkungan kerja yang memadai juga diperlukan dan menunjang pelaksanaan kerja agar kinerja pegawai yang diharapkan meningkat dapat terlaksana dengan baik. Penelitian tersebut dilakukan di Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Maluku Tengah. Jenis data yang digunakan adalah data kualitatif. Data dikumpulkan melalui kuesioner kepada 31 responden. Teknik analisis data menggunakan analisis regresi linier berganda. Pengolahan data menggunakan SPSS. Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan transformasional secara langsung berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (3) lingkungan kerja berpengaruh positif dan signifikan. pengaruhnya terhadap kinerja karyawan.</p>

I. INTRODUCTION

Central Maluku Regency has geographical, geological, ideological and demographic conditions that are prone to disasters caused by both natural and human factors. So that the Central Maluku Regency region has quite complex disaster potential, namely earthquakes, landslides, floods, fires, and social conflicts that

cause casualties, environmental damage, loss of property and psychological impacts which in certain circumstances can hinder development.

The Regional Disaster Management Agency (BPBD) as an agency that has always been at the forefront of the field of disaster in the Central Maluku Regency region cannot be separated from its success from the human resources in it,

and employees who are an important element in achieving the vision and mission and goals of the organization based on the level of achievement of its performance. . For this reason, employees are always required to produce good performance because good or bad performance will affect the goals of the organization.

Organizations will run well if they have employees who have a high level of knowledge so that their performance runs optimally. The reality of the performance contained in the BPBD of Central Maluku Regency can be seen from the fact that there are still some employees who do not fully understand their duties and functions. Collaboration between employees according to researchers' observations is not maximized, because there are too many concepts work at BPBD is the work of individuals and employees who in terms of completing work are not fully maximized.

In this case an organization needs a leader, with the presence of a leader can move or direct the organization in achieving its goals. Performance improvement needs to begin with understanding the state of employees. According to Robbins, (2008) in his research employees rated transformational leaders as more satisfying and motivated them in carrying out organizational commitments as well as being effective leaders. "Transformational leadership is a leader who inspires his followers to put aside their personal interests for the good of the organization, and is able to have a tremendous influence on his followers (Anita, 2018). Transformational leadership is clearly an aspect of resolving cases because this leadership gives a lot of attention and empowerment to employees.

Likewise at the BPBD office in Central Maluku Regency, in improving the performance of its employees, transformational leadership is very important to be able to motivate employees to improve their performance. The phenomena faced by employees at the Central Maluku Regency BPBD office related to transformational leadership are that transformational leadership has not been maximally carried out by leaders, such as the lack of work-related limitations for employees which makes employees less confident, provides motivation and listens to employee complaints related to work.

Apart from the leadership factor, there are other problems at the Central Maluku District BPBD office, namely work discipline. Where there are still many employees who have not

used their working time properly. As well as work environment issues. The work environment of the Central Maluku Regency BPBD is inadequate, even the office conditions and lack of facilities make employees uncomfortable, and these problems affect the performance of employees at the BPBD office. Based on the phenomenon and research gap above, the authors thought to conduct research/research related to the existing problem, namely ""The Influence of Transformational Leadership Style, Work Discipline, and Work Environment on the Performance of Employees of the Central Maluku Regency Regional Disaster Management Agency".

II. METHOD

The study was designed to test and analyze the influence of transformational leadership style, work discipline, work environment and employee performance. To answer the problems that have been formulated, the goals to be achieved and at the same time test the hypotheses of this research design:

1. This research is a type of survey research, namely research that takes samples from a population using a questionnaire as the main data collection tool. Singarimbun in Singarimbun and Effendi, Ed. (1999)
2. This research also includes explanatory research, which is a study that seeks to explain the relationship between variables through hypothesis testing. Singarimbun in Singarimbun and Effendi, Ed., (1999).
3. Based on the data analysis, this research is an analytical research, because it analyzes sample data with inductive statistics and descriptive statistics which are generalized for population conclusions, data obtained from respondents in responding to items related to the variables of transformational leadership style, work discipline, work environment and employee performance.

A. Place, Object, Population, Sampel of This Research

This research was carried out at the Regional Disaster Management Agency (BPBD) Office of Central Maluku Regency for 2 (Two) Months, namely March - April 2023. According to Arikunto (2002), the population is all research subjects and is a generalization area consisting of research objects/subjects that have certain qualities and characteristics that are applied by researchers to be studied

and then conclusions drawn. In more detail, Sudjana (2002) explains that the population is the totality of possible values, the results of quantitative and qualitative calculations or measurements of certain characteristics regarding a complete and clear set of objects whose properties you want to study. The population here is employees in the environment. This research was conducted in the city of Masohi, namely at the Regional Disaster Management Agency office of Central Maluku Regency, totaling 33 people. According to Sugiyono (2009), the sample is part of the number and characteristics possessed by the population. The sampling technique in this study used the criteria that only subordinates were sampled, totaling 31 people.

B. Operational Definition

The operational definition is intended to explain each indicator variable as a construct indicator or latent variable in this study. In order to avoid misunderstandings or differences in views in defining. The operational definition of each of these variables is:

1. Transformational Leadership Style (X1). Bass and Avolio (2010) transformational leadership is leadership that provides inspiration capable of having a tremendous impact on followers, providing individualized consideration and intellectual stimulation, and who has charisma.
 2. Work Discipline (X2). Suparda Poerbaka (2018) discipline is a condition that shows an orderly and orderly atmosphere produced by people who are under the auspices of an organization because the rules that apply are respected and obeyed.
 3. Work Environment (X3). Nitisemito (2010) defines the work environment as everything that exists around workers that can influence them in carrying out their assigned tasks.
- D. Employee Performance (Y). Employee performance is: that performance appraisal is providing feedback to employees with the aim of motivating the person to eliminate performance degradation or to perform even higher. Dessler (1997) in Mathis, 2008.

C. Data Collection

The method used in collecting research data. Specifically in this study, data collection techniques include:

1. Questionnaire, the main tool for collecting data in this study is a questionnaire submitted to respondents who are closed. To quantify the data obtained from respondents who are actually qualitative in nature, a Likert-type measurement scale is needed. The Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the measured variables are translated into variable indicators. Then these indicators are used as a starting point for compiling instrument items which can be in the form of statements or questions, Sugiyono (2008) through distribution of questionnaires or lists of questions and interviews. Questionnaires in their form are based on self-reports or at least on personal knowledge and/or beliefs. Sutrisno Hadi (1993). As for the assumptions held by the researcher in using this method, the research subject is the person who knows best about himself and the subject's statement given is true and can be trusted. Sutrisno Hadi (1993). Data collection in scientific research is intended for obtain relevant, accurate and reliable information. Data collection was carried out using a type of questionnaire, consisting of a series of questions used to obtain data on several factors that make up the variables of quality of work life, professionalism, work discipline, trust and employee performance.
2. Interview or interviews, data collection techniques by conducting direct interviews with respondents. This technique was carried out in the hope of obtaining additional information to complete data that might not have been covered in the questionnaire
3. Documentation, namely by studying existing documents at agencies related to research problems.

D. Inferential Statistics

Inferential Statistics is used for testing hypotheses with a certain level of significance. As for testing the hypotheses in this study, Multiple Regression Analysis is a dependency technique. So that the variables to be divided into the dependent variable (Y) and the independent variable (X). This analysis shows that the dependent variable will depend

(influenced) on more than one independent variable

E. Multiple Regression Analysis

Multiple regression analysis is used to examine the effect or relationship between independent and dependent variables. The results of multiple analysis are in the form of coefficients for each independent variable. This coefficient is obtained by predicting the value of the dependent variable with an equation.

III. RESULT AND DISCUSSION

A. The Effect of Transformational Leadership Style on Employee Performance

From the results of the study that H0 was rejected, which means that the Transformational Leadership variable has a positive effect on employee performance at the Central Maluku Regency Regional Disaster Management Agency by 57.8%. Based on the statistical test results above, the tcount value for variable X1 is 3,200 while the ttable at the level $\alpha = 5\%$, namely ttable of 2.040, these results show that $tcount > ttable$ ($3,200 > 2,040$) then H1 is accepted. And the significant value is less than 0.05 ($0.043 < 0.05$) meaning that the Transformational Leadership Style has a significant effect on employee performance. H1 is accepted. Thus, if the Transformational Leadership is good at the Central Maluku Regency Regional Disaster Management Agency, performance will also improve.

This study supports the research of Emil Rhyhan Subhi & Tri Yunianti (2014) with the title Effects of Transformational Leadership Style on Employee Performance at STIESIA Surabaya with the results showing that transformational leadership style has a positive and significant effect on employee performance. Many opinions state that leadership behavior tends to vary from other situations according to the circumstances and conditions, so that the process of directing/influencing others collectively by mobilizing existing resources effectively and efficiently in the management process to achieve organizational goals can lead to various the influence of Anita, 2006).

The leadership at the Regional Disaster Management Agency for Central Maluku Regency is currently also experiencing a transitional period, so the leadership is trying

to adjust. This transitional period led to a lack of suitability of the current leadership with the tasks to be carried out and the employees in the agency. This study shows that there are some employees who choose to disagree with the current leadership.

B. Effect of Work Discipline on Employee Performance

From the results of the study that H0 was rejected, which means that the Work Discipline variable has a positive and significant effect on employee performance at the Regional Disaster Management Agency for Central Maluku Regency by 34.2%. Based on the statistical test results above, the tcount value for variable X2 is 3,309 while the ttable at the level $\alpha = 5\%$, namely ttable of 2.040, these results show that $tcount > ttable$ ($3,309 > 2,040$) then H1 is accepted. And the significant value is less than 0.05 ($0.003 < 0.05$) meaning that work discipline has a significant effect on employee performance. H1 is accepted.

This research also supports the research of Rizki Indah Kartikasari, et al (2017) with the title Effects of Training and Work Discipline on Employee Performance with Job Satisfaction as an Intervening Variable Study at SPBE PT. Cilacap True Buds. Thus the findings of this study indicate that good employee work discipline has a significant contribution to improving employee performance within the Regional Disaster Management Agency Office of Central Maluku Regency.

Measurement of work discipline variables according to respondents' responses that the Presence indicator is the main factor or prioritized in the implementation of work discipline, while employee performance which is the main factor or prioritized in implementation is the Responsibility indicator, meaning that Attendance is measured through the ability of employees to comply with official rules apply is a reflection of work discipline that has a contribution and can support an increase in responsibility which is a reflection of employee performance.

C. The Influence of the Work Environment on Employee Performance

From the results of the study that H0 was rejected, which means that the Work

Environment variable has a positive and significant effect on employee performance at the Central Maluku Regency Regional Disaster Management Agency by 61.8%. Based on the statistical test results above, the tcount value for variable X3 is 3,587 while the ttable at the level $\alpha = 5\%$, namely ttable of 2.040, these results show that tcount > ttable (3,587 > 2,040) then H1 is accepted. And the significant value is less than 0.05 (0.001 < 0.05) meaning that the work environment has a significant effect on employee performance. H1 is accepted. The results of this study support the research conducted by Siagian and Khair (2018), where the results of the research show that the work environment has a significant effect on employee performance. The work environment is a very important role in carrying out the work given to employees, with an optimal work environment that will provide comfort and self-satisfaction to employees in carrying out each job given.

Measurement of work environment variables according to respondents' responses that the indicators Space for Movement and Relationships are the main factors or which are prioritized in implementing the work environment, while employee performance which is the main factor or which is prioritized in implementation is the indicator of Responsibility, This means building a good cooperative relationship between leaders and colleagues are a reflection of work discipline that has a contribution and can support increased responsibility for work which is a reflection of employee performance.

IV. CONCLUSIONS AND SUGGESTIONS

A. Conclusion

Based on the results of research and discussion regarding the influence of transformational leadership, work discipline and facilities on employee performance at the Deli Serdang Regency Regional Disaster Management Agency, the following can be concluded:

1. There is an influence of Transformational Leadership on Employee Performance at the Central Maluku Regency Regional Disaster Management Agency. So it can be concluded that the better the Transformational Leadership, the better the Employee Performance will be.

2. b. There is an influence of Work Discipline on Employee Performance at the Central Maluku Regency Regional Disaster Management Agency. So it can be concluded that the higher the employee's work discipline, the higher it will be, and vice versa, the lower the employee's discipline, the lower the employee's performance.
3. c. There is an influence of the Work Environment on Employee Performance at the Central Maluku Regency Regional Disaster Management Agency. So it can be concluded that the better the work environment at the Central Maluku Regency Regional Disaster Management Agency, the better the employee performance.

B. Suggestion

The discussion regarding this research is still very limited and requires a lot of input. The suggestion for future authors is to study it more deeply and comprehensively about The Influence of Transformational Leadership Style, Work Discipline, and Work Environment on Employee Performance of The Regional Disaster Management Agency of Central Maluku Regency.

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