

## LITERATURE OF REVIEW INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, WORK ENVIRONMENT, ON EMPLOYEE PERFORMANCE AT PT. BERINGIN JAYA

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### ABSTRACT

As changes in the business environment become increasingly rapid in the era of globalization, companies must demonstrate the ability to adapt in order to be able to compete with other companies. The success of a company or organization is largely determined by the human resources it has. In this case human resources are employees. Employees are an important asset for a company because the presence of competent employees helps the company achieve its goals. PT. Beringin Jaya is headquartered in Bekasi City, the company operates in the field of steel bars and reinforcement. Beringin Jaya found that employees felt the leadership environment was less supportive, which affected their performance. The type of research used in this research is Quantitative Research with descriptive methods. The population in this study were employees of PT. Beringin Jaya, numbering 56 people. The number of samples to be studied in this research is determined using the Slovin formula. Based on calculations carried out, the number of samples in this study was 49 people.

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### INTRODUCTION

As changes in the business environment become increasingly rapid in the era of globalization, companies must demonstrate the ability to adapt in order to be able to compete with other companies. The success of a company or organization is largely determined by the human resources it has. In this case human resources are employees. Employees are an important asset for a company because the presence of competent employees helps the company achieve its goals. Competency is an aspect of a person's ability that is based on knowledge, skills, attitudes, values or personal traits that can enable workers to

successfully carry out their work, achieve results or carry out tasks successfully. High-quality employees can understand the tasks they will perform. Achieving employee results also requires the presence of a leader who can lead and guide employees within the company.

PT. Beringin Jaya is headquartered in Bekasi City, the company operates in the field of steel bars and reinforcement, PT. Beringin Jaya is a supplier of construction materials, household products and other products. The company has a large workforce, so management must be able to improve the performance of its employees. Employee competency and quality can be achieved through effective leadership. Leadership ability is associated with the consequences of the leader's actions on subordinates. Leader effectiveness is the extent to which the leader's organizational unit behavior influences work performance. External factors include the leadership style of superiors, relationships with employees, and the work environment in which employees work.

The work environment is one of the factors that can reflect employee performance. Employee performance is one of the keys to business success. Therefore, every company must have a suitable work environment so that employees can work continuously and improve their performance. Research shows that work environment variables have a very significant influence on employee performance ((Widiasworo, 2014); Jayaweera (2015); (Samson, Waiganjo, & Koima, 2015); (Malik, Ahmad, Gomez and Ali, 2011)).

Transformational leadership is important for business because it can create positive expectations in customers. They let our subordinates dare to do their best. There are four factors that make transformational leadership increasingly important for an organization. Among them, he is an ideal role model, inspiring and motivating, caring for his subordinates, and an intellectual role model.

Not only does leadership need to be considered, a comfortable working environment is also something that needs to be considered. According to Nitisemito (2002: 183), the work environment is all or some of the aspects surrounding employees and can influence them in carrying out the assigned tasks. The work environment is divided into two types, namely the physical work environment and the non-physical work environment. According to (Ginanjari, 2012: 13), working environmental conditions are said to be good or suitable if people can carry out their activities optimally, healthily, safely and comfortably. PT. Beringin Jaya has a work environment that can influence employee performance both physically and non-physically.

The work environment in a company is a very important factor that must be considered by directors. Even though the work environment does not carry out the production process within the company, the work environment has a direct impact on employees when carrying out the production process. A supportive work environment provides a sense of security and allows employees to work optimally. If the work environment can satisfy and satisfy employees in

the workplace, employees will feel at home and be enthusiastic about working, carrying out their activities by making good use of working time, working wisely and effectively. On the other hand, an inappropriate work environment that makes workers uncomfortable can reduce their performance.

## **THEORETICAL REVIEW**

### **Transformational leadership**

According to Robbins in Setiawan and Muhith (2013). Transformational leadership is a modern leadership theory originally developed by James McGroger Burns. According to him, transformational leadership is clearly a process in which the leader and his followers always try to reach a higher level of morality and motivation than before. According to Wutun, transformational leadership is based on the Bass concept. This bass is one of the leadership concepts that can explain further and accurately describe the existing leadership behavior patterns of superiors and can include behavioral patterns from other leadership theories. Wutun also said that leaders always try to expand and improve their personal needs and aim to encourage these changes so that they benefit the interests.

### **Work environment**

The work environment is a place where employees carry out most of their daily activities. A pleasant work environment will make employees feel comfortable which can influence their performance. A pleasant work environment can also influence employees' emotional attitudes. If employees feel comfortable with their work environment, then employees will feel at home working and their productivity will increase, so that working time can be used effectively and efficiently. According to Soetjipto (2008: 87), "The work environment is a collection of things or factors that can directly or indirectly influence an organization or business and will have a positive or negative impact on performance, employee productivity and job satisfaction."

### **Employee performance**

Bintoro and Daryanto (2017) say that performance comes from the words job performance or actual performance, which refers to the actual work performance or results achieved by a person. The definition of performance (professional achievement) is the quality and quantity of work results obtained by a worker in carrying out their duties in accordance with the responsibilities given. In organizations, performance measurement allows seeing the level of activities carried out up to now by comparing the results obtained. When it comes to performance, there is a lot of variation among experts in how they measure it.

## Conceptual Framework

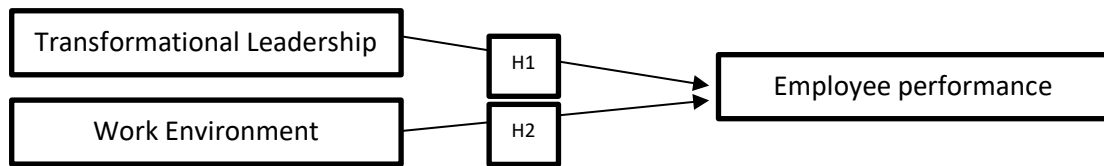


Figure 1. Conceptual Framework

Information :

X1 : Transformational Leadership Variable (Independent Variable)

X2 : Work Environment Variable (Independent Variable)

Y : Performance Variable (Dependent Variable)

## RESEARCH HYPOTHESIS

A hypothesis is a temporary answer to a research problem formulation, where the research problem formulation has been stated in the form of a statement sentence (Sugiyono 2017). It is also important to know that the main characteristic of a hypothesis is a comparison between two or more variables. So it can be said that a hypothesis cannot be formulated without supporting research variables.

The type of data used in this research is quantitative, which is a series of survey results or measurements that have been expressed in numerical form. The hypothesis in this research shows that the Transformational Leadership variable (X1) and the work environment variable (X2) have a relationship and influence the performance of PT. Beringin Jaya employees (Y).

Associative Hypothesis is a hypothesis where there is a relationship or influence between two or more variables. Based on the main problem formulation and theoretical basis, the hypothesis proposed in this research is:

H1: There is a significant positive influence between Transformational Leadership on Employee Performance.

H2: There is a significant positive influence between the work environment and Employee performance.

## METHODOLOGY

The type of research used in this research is Quantitative Research with descriptive methods. According to V. Wiratna Sujarweni (2014) quantitative research is a type of research that produces findings that can be obtained using statistical procedures or other quantitative (measurement) methods.

## POPULATION

According to Morissan (2012), population is a collection of subjects, variables, concepts or phenomena. We can research each member of the population to find out the nature or characteristics of the related population. The

population in this research are employees of PT. Beringin Jaya, numbering 56 people.

## **SAMPLE**

According to Arikunto (2019), the sample is a portion or representative of the population to be studied. The number of samples to be studied in this research is determined using the Slovin formula. Based on calculations carried out, the number of samples in this study was 49 people.

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