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The Influence of Transformational Leadership on the Performance of Food Security, Agriculture, and Fisheries Service Employees in Nias Regency

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A B S T R A C T

Leadership is very influential on activity and continuity in organizations, so leadership is one key to success in organizations. Leaders who aren't competent in anticipating and deliver response fast to change will cause organization slow for adapt change so that employee No will Once increase with optimal. The type of research is study quantitative. Study quantitative is data research in form the numbers obtained from respondent. Population in study This is whole Food Security, Agriculture and Fisheries Service Employees Regency Nias as many as 65 people. Questionnaire study given direct to respondent with choose one alternative answers that have available. Statement customized with need study with using a Likert Scale. In research this, method analysis used is method descriptive quantitative. This show that variable leadership transformational influential positive by 38.6%, p This can determined based on R Square value of 0.386 and significant to performance staff at the Department of Food Security, Agriculture and Fisheries Regency Nias.

INTRODUCTION

Leadership is very influential to activity and continuity organization so that leadership be one key for success organization. Leaders who don't competent in anticipate and deliver response fast to change will cause organization slow for adapt change so that performance employee No will Once increase optimally. Leadership transformational is A style leadership that has integrity for change method view employee in matter do job. According to Northouse (2013: 176) suggests that leadership transformational is a process in which people are involved with others, and create enhancing relationship motivation and morality in self leaders and followers. The continuity of an organization is strongly influenced by the quality and quantity of human resources. Without human resources, a leader will not succeed in achieving the goals of the organization he leads.

Organizational commitment is the attitude or behavior of a person towards the organization in the form of loyalty and achievement of the vision, mission and goals of the organization. Someone said to have high organizational commitment to the organization can be identified by characteristics including strong trust and acceptance of the goals and values of the organization, a strong will to work for the organization and a strong desire to remain a member of the organization.

The problem related to leadership in the Agriculture and Food Security Service of Nias Regency is that instructions from the leadership are often not implemented and are not followed up quickly by employees. Employees spend more time doing activities that are not useful during working hours, including sitting in the cafeteria for long periods of time, playing on their cell phones, and inviting colleagues to tell stories that have nothing to do with work. This is clearly very detrimental to the organization itself.

District Agriculture and Food Security Service Nias face related problems with commitment organization namely: a) no all employee own commitment high work, b) no all employee capable with fast finish work in accordance with the target already set. For realize implementation all target indicators performance District Agriculture and Food Security Service employee Nias can achieved if employee who has commitment and performance Good For realize each indicator target performance to be must be the responsibility achieved every year. For realize implementation all target indicators performance District Agriculture and Food Security Service employee Nias can achieved if employee who has commitment and performance Good For realize each indicator target performance to be must be the responsibility achieved every year.

THEORETICAL REVIEWS
Leadership Transformational

According to Northouse (2013:176) that leadership transformational is a process in which people are involved with others, and create relationship that creates motivation and morality in selfleaders and followers. Leadership transformational own vision, expertise rhetoric, and management good impression and use it For develop bond strong emotional with his followers.

Leader transformational believed more succeed in push change organization Because he awakened emotion followers and willingness they For Work realize the leader 's vision. Leader transformational more often use tactics legitimacy and gave birth level more identification and internalization high, have more performance well, and develop followers.

According to O'leary in Martha Andy Pradana, (2013:3) leadership transformational is style leadership used by a manager when he want to something group widen the boundaries and have performance beyond the status quo of the organization reach series target complete organization new. Leadership transformational is condition where are the followers feel trust, admiration, loyalty and respect to leader and them motivated For do more than the first expected from they are Yuki, (2015: 316). Leader must capable change and motivate followers with make they realize importance results task persuade they For attach importance interest organization from interests personal.

Commitment Organization

According to Schermerhorn, Hunt, Osborn, and Uhl-Bien (2011:72) stated commitment as loyalty a individual in the organization. Individual with commitment organizational tall identify very strongly with organization and feel proud consider himself as member.

According to Luthans (2012: 249) states that commitment organization is reflective attitude loyalty employees on organizations and continuous processes Where member organization express attention to organization and success as well as sustainable progress. Commitment organizational defined as desire in part worker for still become member organization (Colquitt, LePine and Wesson (2015:64). Commitment organizational affect is worker still stay as member organization or leave organization look for work new. In case Thisturnovers occur. It's important For is known that turnover can be characteristic volunteer or No voluntary. Voluntary turnover happen when worker Alone decide For out, while turnover is not volunteer happen when worker fired by the organization Because various reason.

Supervision

Fahmi in Erlis Milta et al (2015: 653) suggests that supervision can be defined as method something organization realize effective and efficient performance as well as more Far support realization vision and mission organization. According to song Siagian Atmodiwiryo in Satriadi (2016:209) supervision is the process of observing from implementation whole activity organization For guarantee that all moderate job held walk with set plan. According to The Liang Gie (Admodiwiryo) in Satriadi (2016:290) supervision is checking, matching and getting the jobs done done in accordance with plans that have set as well as desired result.

From several opinion on can concluded that supervision is one work carried out in activity managerial For ensure realized all plans that have set previously as well as taking action repair when required.

METHODOLOGY

Study is an activity process in framework seek, know, with goal to find knowledge knowledge with scientific and structured way in a manner systematic. The type of research used is study quantitative. Study quantitative is data research in form the numbers obtained from respondent. who became population in study This is whole Food Security, Agriculture and Fisheries Service Employees Regency Nias as many as 65 people. In research this, method analysis used is method descriptive quantitative. this based on take conclusion from results data processing. For analyze how strong connection variable X against variable Y is done with analysis correlation and continued with testing hypothesis with multiple linear regression test.

RESULTS

Based on the responses from 65 respondents who have given their answers, it can be seen that the respondents' answers from the leadership variable indicator can be seen in the table below:

Table 1. Recapitulation of Respondents' Answers According to the Answers of Variable X1 (Transformational Leadership)

No	Statement	Score						Amount	Means	Ket.
		SS	S	N	TS	STS	No answer			
1	1	37	10	17	1	0	0	65	4,28	SS
		57%	15%	26%	2%	0%	0%	100%		
2	2	36	16	12	1	0	0	65	4,34	SS
		55%	25%	18%	2%	0%	0%	100%		
3	3	44	7	11	3	0	0	65	4,42	SS
		68%	11%	17%	4%	0%	0%	100%		
4	4	28	17	16	4	0	0	65	4.06	S
		43%	26%	25%	6%	0%	0%	100%		
5	5	33	19	6	7	0	0	65	4,20	SS
		51%	29%	9%	11%	0%	0%	100%		
6	6	21	16	24	4	0	0	65	3.83	S
		32%	25%	37%	6%	0%	0%	100%		
7	7	37	11	12	5	0	0	65	4,23	SS
		57%	17%	18%	8%	0%	0%	100%		
8	8	22	9	30	4	0	0	65	3.75	S
		34%	14%	46%	6%	0%	0%	100%		
9	9	36	11	16	2	0	0	65	4,25	SS
		55%	17%	25%	3%	0%	0%	100%		
10	10	34	3	23	5	0	0	65	4.02	S
		52%	5%	35%	8%	0%	0%	100%		
11	11	41	11	11	2	0	0	65	4,40	SS
		63%	17%	17%	3%	0%	0%	100%		
12	12	30	18	13	4	0	0	65	4,14	S
		46%	28%	20%	6%	0%	0%	100%		
Variable Average of Transformational Leadership (X1)									4,15	S

Source: Processed by the author, 2022

Based on the table above, the results obtained from the Transformational Leadership indicators are as follows:

1. Statement 1 (Leaders carry out identification of activities/activities based on the dreams of the organization to be achieved) answered by respondents with Strongly agreed by 57%, disagreed by 15%, neutral by 26%, disagreed by 2% and strongly disagreed by 0%. The percentage above shows that more employees agree if the leadership identifies activities based on the dreams the organization wants to achieve.

2. Statement 2 (Leaders determine the strategy (direction far ahead) organizational goals to be achieved) were answered by respondents who strongly agreed by 55%, agreed by 25%, neutral by 18%, disagreed 2% and strongly disagreed 0%. This also shows that employees agree if the Leader determines the strategy (far-reaching direction) the organization wants to achieve.

3. Statement 3 (Leaders determine the concrete description of the organization's vision to be achieved) was answered by respondents who strongly agreed by 68%, agreed by 11%, neutral by 17%, disagreed by 4% and strongly disagreed by 0%. This shows that more employees strongly agree if the Leader determines a concrete picture of the organization's vision to be achieved.

4. Statement 4 (Leaders carry out regular open communication with employees) was answered by respondents who strongly agreed by 43%, agreed by 26%, neutral 25%, disagreed 6% and strongly disagreed 0%. This shows that more employees strongly agree if the leadership socializes the vision on a regular basis to employees.

5. Statement 5 (Leaders realize a vision that is easily understood by employees) was answered by respondents who strongly agreed by 51%, agreed by 29%, neutral by 9%, disagreed by 11% and strongly disagreed by 0%. This shows that more employees agree if the Leader conveys a vision that is easy to understand.

6. Statement 6 (Leaders create policies that are consistent with the vision of the organization) were answered by respondents who strongly agreed by 32%, agreed by 25%, neutral by 37%, disagreed by 6% and strongly disagreed by 0%. This shows that employees are expected to be able to master or understand the vision of the organization.

7. Statement 7 (Leaders make a model of the system to achieve organizational goals) answered by respondents who strongly agreed by 57%, agreed by 17%, neutral 18%, disagreed 8% and strongly disagreed 0%. This shows that employees agree more if the Leader makes a model of the system to achieve organizational goals.

8. Statement 8 (Leaders represent the vision in a tangible form to employees) was answered by respondents who strongly agreed by 34%, agreed by 14%, neutral by 46%, disagreed by 6% and strongly disagreed by 0%. This shows that employees agree more if the leader represents the vision in a tangible form to employees.

9. Statement 9 (Leaders give predictions that employees will achieve) answered by respondents who strongly agreed by 55%, agreed by

17%, neutral 25%, disagreed 3% and strongly disagreed 0%. This shows that employees agree more if the leader predicts what the employee will achieve.

10. Statement 10 (Leaders transform vision into reality that requires employee commitment) was answered by respondents who strongly agreed by 52%, agreed by 5%, neutral 35%, disagreed 8% and strongly disagreed 0%. This shows that more employees strongly agree if the Leader transforms the vision into a reality that requires employee commitment.

11. Statement 11 (Leaders build employee commitment to achieving common goals) was answered by respondents who strongly agreed by 63%, agreed by 17%, neutral by 17%, disagreed by 3% and strongly disagreed by 0%. This shows that more employees strongly agree if leaders build employee commitment to achieving common goals).

12. Statement 12 (Leaders build enthusiasm that energizes employees to accept the vision as their own) answered by respondents who strongly agreed by 46%, agreed by 28%, neutral 20%, disagreed 6% and strongly disagreed 0%. This shows that more employees are more likely to agree if the Leader builds enthusiasm that energizes employees to accept the vision as their own.

DISCUSSION
Influence Partial Leadership Transformational Against Employee Performance

A leader said capable If He have influence and gain direct his subordinates toward achievement objective organization. Good leadership capable create fun and enjoyable situation grow as well as increase performance subordinate. According to Wibowo (2017) "Leadership transformational is perspective explained leadership how leader change team or organization with creating, communicating and modeling the vision for organization or units of work and give inspiration worker For try reach vision those.

From the results analysis found response respondent variable average leadership transformational influential positive by 38.6%, p This can determined based on R Square value of 0.386 and significant to performance staff at the Department of Food Security, Agriculture and Fisheries Regency Nias. This means with more leadership good so performance employee will increase so that set goals reached.

CONCLUSIONS AND RECOMMENDATIONS

Kindly Partial Leadership transformational have an impact positive by 38.6%, p This based on R Square value of 0.386 and significant on the Performance of Employees at the Office of Food Security, Agriculture and Fisheries Regency Nias.

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