

The Influence of Transformational Leadership on Employee Performance at Ampeldento Village Office, Malang Regency

Korlina Kedu ^{1*}, Nur Ida Iriani ², Warter Agustim ³, and M.Rifa'i ⁴

* Correspondence Author: korlinakedu407@gmail.com

^{1,2,3,4} Management, Faculty of Economics, University of Tribhuwana Tunggaladewi, Malang, Indonesia

INDEXING	ABSTRACT
<p>Keywords: Keyword 1; Transformational Leadership Keyword 2; Employee Performance Keyword 3; Influence Keyword 4; Village Office</p>	<p>The purpose of this research is to determine the effect of transformational leadership on employee performance at the Ampeldento Village Office in Malang Regency. The research conducted is quantitative in nature. The sampling method used in this study is total sampling, resulting in a sample size of 32 respondents. The data collection technique used by the researcher is a questionnaire. The data analysis method applied is simple linear regression using SPSS version 26. The results of the study prove that transformational leadership has a significant effect on employee performance at the Ampeldento Village Office in Malang Regency, as indicated by a t-value of 4.168, which represents an influence of 64.9%. Transformational leadership influences employee performance through motivation, a clear vision, and mission.</p>

Article History

Received 22 June 2025; Revised 12 November 2025; Accepted 11 December 2025;

Publish 11 January 2026

INTRODUCTION

Leadership plays an important role in enhancing quality, competent, and responsible human resources in their work. Leadership is a form of character that leaders apply to influence their group members to achieve the goals and objectives that have been mutually agreed upon (Iskandar & Hasbi, 2024). The purpose of leadership is to encourage, invigorate work, job satisfaction, and employee performance. The success or failure of an organization in achieving a goal is influenced by the way a leader leads. Leadership in an organization can be effective if the leader is able to manage the organization and influence employee behavior to willingly cooperate in achieving the organization's objectives (Sazly & Ardiani, 2019).

One form of leadership that can enhance employee performance is transformational leadership (Melva & Adriani, 2023). Transformational leadership affects employee performance in various ways, such as leaders being role models in upholding rules, leaders fostering my self-confidence in performing tasks, leaders instilling confidence in employees to achieve work targets, leaders communicating about work clearly, leaders providing full trust to employees in executing tasks, leaders becoming role models for employees, leaders offering guidance and direction to employees in completing tasks, leaders encouraging employees to use creativity in their work, leaders solving problems with various alternative solutions, leaders striving to improve my personal development through training, and leaders providing necessary suggestions and corrections for the development of employees (Rivai, 2020).

Research by Fadilah et al. (2023) proves that transformational leadership has a significant effect on employee performance. Transformational leadership style is true leadership, where a leader motivates their subordinates to work optimally to achieve the company's goals, and a leader provides inspiration and innovation to employees.

Transformational leadership makes employees more aware of the value of their work and encourages them to prioritize the interests of the organization over their personal interests. This leadership style focuses on addressing the issues faced by employees and provides encouragement and support to achieve organizational goals. The results of good transformational leadership can enhance employee performance (Veliando & Yanuar, 2021).

This research was conducted at the Ampeldento Village Office in Malang Regency, which is located in the Karangploso District, Malang Regency. Based on an interview with the village head on January 13, 2025, it was explained that the transformational leadership implemented is not yet fully perfect, as it is adjusted to the conditions on the ground. The performance of employees is stated to be good, but further research is needed because some employees are still found to be less compliant with work regulations. Based on the background outlined above, this research is titled "The Influence of Transformational Leadership on Employee Performance at the Ampeldento Village Office, Malang Regency.

LITERATURE REVIEW

Transformational Leadership

According to Rivai (2020), leadership is a behavior with specific goals aimed at influencing the activities of group members to achieve common objectives designed to benefit both individuals and the organization. Therefore, in an organization, leadership is a very important factor in determining the achievement of the goals set by the organization. Transformational leadership is a leadership style that inspires and motivates its followers to achieve organizational goals (Hasibuan, 2019). Transformational leaders also strive to create positive change within the organization. The characteristics of transformational leadership are to help followers understand their potential, help followers see problems from various perspectives, help followers to innovate and be creative, help followers to make maximum contributions, help followers to feel confident, proud, and loyal, help followers to have the motivation to do more than expected (Gary, 2019).

Employee Performance

Employee performance is a result achieved by the employee in their work according to certain criteria applicable to a specific job (Simamora, 2016). According to Robbins et al (2019), employee performance is a function of the interaction between ability and motivation. According to Foster (2014), employee performance has a significant impact on the company as they are required to carry out their duties with full responsibility. The quality of human resources has benefits in terms of company development including performance improvement, compensation adjustment, placement decisions, training needs, career planning and development, staffing process efficiency, and equal employment opportunities.

RESEARCH METHOD

This research uses a quantitative method. The population of the study consists of 32 employees of the Ampeldento Village Office in Malang Regency. The sample of the study also comprises 32 employees of the Ampeldento Village Office in Malang Regency. The sampling technique used is total sampling. Data collection is conducted using questionnaires, observations, and documentation. Data analysis employs simple linear regression tests, hypothesis testing (t-test), and coefficient of determination (R²) tests. The research location is at the Ampeldento Village Office in Malang Regency, located at J. Zentana No.1 Ampeldento, Karangploso District, Malang Regency, East

Java Province, with the postal code of 65152.

RESULT AND DISCUSSION

Result

Simple Linear Regression Analysis

Table 1. Simple Linear Regression Test

Variable	B Unstandardized Coefficients	Description
Constant	6,641	Positif
(X)	0,446	Positif

Source: Processed primary data (2025)

The following regression analysis is explained using the formula as follows: $Y = a + bX + e$ $Y = 6.641 + 0.446 X + e$ Based on the regression equation, it can be interpreted that for the employee performance variable value at the constant value of 6.641, it means that employee performance is considered high before being influenced by transformational leadership. If the value of variable X increases by 0.446, then the total influence value is 7.087, which means there is a strong influence of transformational leadership on the employee performance variable. Thus, the meaning of the regression value of the variable is as follows:

Y = the employee performance variable is the dependent variable whose value will be predicted by the transformational leadership variable (X).

X = the regression coefficient (X) is 0.446, indicating that the transformational leadership variable (X) has a positive effect on the employee performance variable (Y). This means that the transformational leadership variable supports the improvement of employee performance at the Ampeldento Village Office, Malang Regency.

Hypothesis Testing (t Test)

Table 2. Hypothesis Testing (t-test)

Variable	t count	t table	Sig t
(X)	4,168	2,040	0,000

Source: Processed primary data (2025)

The results of the t-test calculations prove that the transformational leadership variable (X) has a significant effect on the employee performance variable (Y) at the Ampeldento Village Office in Malang District, as the calculated t-value = 4.168 > the table t-value 2.040 with a significance value of (0.000 < 0.05), thus H1 is accepted. This means that the better the support from transformational leadership, the higher the employee performance at the Ampeldento Village Office in Malang District.

Test of Coefficient of Determination (R2)

Table 3. the Coefficient of Determination (R2) test

Model	R Square
1	0,649

Source: Processed primary data (2025)

The analysis resulted in an r square value of 0.649 which means that transformational leadership contributes 64.9% to employee performance at the Ampeldento Village Office in Malang Regency, with the remaining 0.351 or 35.1% attributed to other unstudied variables such as motivation and work environment.

Discussion

The results of the analysis presented prove that transformational leadership has a significant impact on employee performance at the Ampeldento Village Office in Malang Regency, which means that the better the support from transformational leadership, the more it can enhance employee performance. Transformational leadership affecting employee performance includes leaders who can provide renewal to employees, leaders who set a good example, leaders who encourage employees to perform well, leaders who can create a comfortable work environment, leaders who can empower subordinates effectively, leaders who act based on a system of values, leaders who have the ability to lead, leaders who can handle complicated situations, leaders who possess charisma, and leaders who can provide motivation and inspire work. The results of this study are in accordance with the research by Iskandar & Hasbi (2024), which proves that transformational leadership is able to improve employee performance. Transformational leadership is a leadership style that inspires and motivates its followers to achieve organizational goals.

CONCLUSION

Based on the description that has been presented, it can be concluded that transformational leadership has a significant impact on employee performance at the Ampeldento Village Office in Malang Regency. This means that the better the support from transformational leadership, the more it can improve employee performance. This result proves that the presence of well-implemented transformational leadership can enhance employee performance.

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