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Date	Monday, February 25, 2019
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The Influence of Transformational Leadership and Organization Commitment on the Job Satisfaction and the Employees Performance of City Council Secretaries in Bireuen District Marbawi<sup>1</sup>, Apridar<sup>1</sup>, Yulius Dharma <sup>1</sup> <sup>1</sup>Faculty of Economics and Business Universitas Universitas Mailikussaleh Lhokseumawe, Indonesia ABSTRACT This aims determine much the leadership organization commitment through job satisfaction and impact on the employee performance of City Council Secretaries Of Bireuen District. The data used is the data by distributing questionnaires to 70 civil servants Bireuen.

To data analyze, the statistical analysis used two-track equipment and processed with the help of the application program Package Social (SPSS). variables include leadeship, commitment, job effect ward performance City Secretaries. result analysis statistical is leadership organization commitmen affect employee at job The job variable effect full transformational and commitment employee performance of City Council Secretaries in Bireuen District. Keywords: Transformational Leadership, Organization Commitment, Job Satisfaction and Employees Performance.

INTRODUCTION The the performance City Council secretariat of Bireuen District lies on empowering human resources, in order to improve the employee performance. Different Characteristics among individual employees of City Council secretariat of Bireuen should able synergize the transformational leadership style, so that institutaion leaders able organization the employees achieve performance. The of performance to Council secretariat in Bireuen District would provide guidance for secretariat on DPRK employees about important things to be done to improve job satisfaction and employee performance in secretariat DPRK Bireuen District.

purpose this was know analyze effect transformational and organizational on satisfaction the, the of leadership, commitment and job satisfaction to ward employee performance of City Council Secretariat. Theoretical Background Transformational Leadership Transformational style developed the of organization, transformational leadership cares to the improved performance, and develops to maximum Avolio 1,; Bass Avolio 1, in Northouse 2.

Burns 3 suggested that transformational leaders are a process in which leaders and subordinates lift each other to the degree of morality and higher. Leaders followers one another higher of and where leaders are trying to change the followers consciousness on ideals and moral values such as equality, justice, peace, as well as humanitarian and instead is based emotions, such as fear, jealousy, or hatred. Indian Journal of Public Health Research & Development, December 2018, Vol. 9, No.

12 299 Organization Commitment Organizational is important employee behavior in city council secretariat Bireuen which to assess employee propensity to survive city council institutions as an employee who are loyal to the According the of 5, organizational

commitment is an feelings of identification and to and ongoing in members the express attention the and sustainable and progress. Job Satisfaction Job satisfaction of secretariat DPRK employee can feel his job whether fun or not fun to do, in an organization of city council secretariat in doing its functions and serving the community especially in the field of financial services, employee satisfaction in performing everyday tasks are indispensable.

There are some of definition the job satisfaction, according to Robbins 4, job satisfaction is a positive feeling about the work as a result of evaluation of the characteristics. Luthans 5 job as a result of employee perceptions of how well their work delivers what is important. Performance Bernadin that 7 provides limitations the as record outcome produced on a specified job function or activity during, a specified time period. Then, the appraisal of performance is way measuring contributions individuals to organization.

7 six for measuring the performance of employees, namely is Quality, Timeliness, Need for Supervision and Interpersonal Impact. Research Method Location And Time The in study employees City Council Secretaries in Bireuen District, the location was done in DPRK of Bireuen District at Malhayati St. No. 1, Bireuen. Types And Sources of Data The type of data in this research is quantitative data. The used this are data the respondents perception of the variables used.

Any form of communication with the respondents in this study used questionnaires submitted directly to the respondent<sup>8</sup>. Population Populations a combination of all the elements that have a series of similar characteristics which include the of research Target in employees of City Council Secretaries in Bireuen District 70 who on Secretariat DPRK Bireuen with total of people. Samples The amount of samples taken off in Bireuen District by total population, based on the total population of City Secretaries Bireuen were employees, who are on of City Council Secretaries in Bireuen District, with a total population of 70 people.

Data Collection Techniques Data collection method used in this research is by using questionnaire instrument, which is a set of written questions to elicit information from respondents. In this study a questionnaire sheet, there are two types of statements questions: statements to measurement the (2) relating the respondent data Sekaran<sup>9</sup>. Data Analysis Techniques Inferential statistic is a method related to sample analysis to

draw conclusions about the characteristics of the population.

After collecting the data and information in field, to data information, writer used the path analysis in the model and hypothesis testing uses the SPSS program for data analysis, Ghazali 10. RESULTS AND DISCUSSION A of copies questionnaire analyzed and a research model in this study was used for understanding correlation between different variables. The of validation this reliability and validity of instrument had to be verified first.

To with independent similar studied previous and the validity of subjective measurement tool this research used SPSS 19.0, Ghazali 10 300 Indian Journal of Public Health Research & Development, December 2018, Vol. 9, No. 12 Table 1. Regression Structure 1 Model Unstandardized Coefficients Std. Coeff t Sig. B Std. Error Beta 1 (Constant) 6.026 2.441 2.468 .016 Transf. Leadership .337 .139 .307 2.422 .018 Org. Commitment .332 .139 .304 2.394 .019 a. Dependent Variable: Job Satisfaction Table 2.

Regression Structure 2 Model B Unstandardized Coefficients Std. Coefficients t Sig. Std. Error Beta 1 (Constant) 7.255 1.722 4.214 .000 Transf. Leadership .356 .098 .400 3.636 .001 Org. Commitment .220 .098 .248 2.254 .028 Job Satisfaction .176 .082 .216 2.132 .037 Dependent variable : Employee Performance Figure 1 : Path Analysis Model e1 070 Tas Leadership ( Org. Commitment (OC) Job Satisfaction (JS) Employee Performance (EP y1X1 y1X2 0.304 y1y2 0.26 y2X1 0.400 y2X2 0.248 e2 0,48 The analysis for study be in 1 the of with analysis shows the transformational leadership and organization significantly on job and performance and indirect) employee City Secretaries in Bireuen District. Effect Leadership Job Satisfaction Transformational factor influence the satisfaction.

can seen the results of path coefficient value 0.307 with a significance value of 0.016. These results prove that transformational leadership is one of the implementation of leadership Indian Journal of Public Health Research & Development, December 2018, Vol. 9, No. 12 301 which significant on job at City Council Secretariat in Bireuen District. Effect organization Commitment to Job Satisfaction Organization factor influence the satisfaction. can seen the results of path coefficient value 0.304 with a significance value 0.019.

results that commitment is one of the implementation of commitment of which significant on job satisfaction at City Council Secretariat in Bireuen District. Effect transformational leadership to employee performance Transformational factor influence the performance. can seen from results path value with significance of These prove transformational leadership is one of the implementation of which significant on employee performance at City Council Secretariat in Bireuen District. Effect Commitment employee performance Organization factor influence the performance.

can seen from results path value with significance of These prove Organization is of implementation of which significant on employee performance at employee of City Council Secretariat in Bireuen District. Effect Job Satisfaction to employee performance Job factor influence the employee performance. It can be seen from the results of coefficient 0.216 a value of results that satisfaction one of the implementation of employee satisfaction which have influence the performance at City Council Secretariat in Bireuen District.

CONCLUSION Base on the results of research and discussion, it can be concluded as follow variable transformational leadership, commitment, satisfaction simultaneously partial significance on employee performance of City Council Secretariat in Bireuen District. H1 There a and effect the transformational leadership on job satisfaction at the performance Of Bireuen District. Based Table the value coefficient between transformational leadership on job satisfaction was which smaller the level 0.018.

results be that the leadership significantly influences job of employee performance of City Council Secretariat of Bireuen District. on results path value of the transformational leadership on job satisfaction is positive path the transformational leadership on job satisfaction has a positive effect on City Council Secretariat of Bireuen District. Hypothesis 1 this is influence of transformational leadership on job satisfaction on City Council Secretariat of Bireuen District accepted.

Worth mentioning that the research results are consistent with studies conducted 11, the research results show that the transformational leadership has effect on the job satisfaction, Lumbanraja12. H2 There a and effect the organization commitment on job satisfaction at the employee performance of Secretariat DPRK Of Bireuen District. Based Table the value coefficient between commitment job was which smaller the level 0.019.

results be that the commitment significantly influences job of employee performance of City Council Secretariat of Bireuen District. on results path value of organizational on satisfaction is positive path the organizational on satisfaction a positive effect on the City Council Secretariat of Bireuen District. Hypothesis 2 this is influence organizational on satisfaction City Council Secretariat in Bireuen District Lhokseumawe accepted. Worth mentioning that the research results are 302 Indian Journal of Public Health Research & Development, December 2018, Vol. 9, No.

12 consistent with studies conducted 11, the research results show the commitment effect the job satisfaction, Yunina<sup>19</sup>. H3 There a and effect the transformational leadership on employee performance at Secretariat DPRK of Bireuen District. Based Table the value coefficient between transformational leadership on employee performance was 0.400, which is smaller than the significance of These can concluded that the transformational leadership variable significantly the performance the employee performance at City Council Secretariat of Bireuen District. Based on the results of path coefficient of transformational on employee performance is 0.400 positive coefficient path meaning the transformational leadership on employee performance has a positive effect on City Council Secretariat of Bireuen District.

Hypothesis 3 in this research the of leadership on employee performance on City Council Secretariat of Bireuen District accepted. Worth mentioning that the research results are consistent with studies conducted 11 and 13, the research results show that the transformational leadership has effect on the employee performance, Siahaan 14, 18. H4 There a and effect the organization on performance Secretariat DPRK Of Bireuen District. Based Table the value coefficient between commitment employee performance was 0.248, which is smaller than significance of These can be concluded that the organization commitment variable significantly the performance the employee performance at City Council Secretariat of Bireuen District. Based on the results of path coefficient of organizational on employee performance is 0.248 positive coefficient path meaning organizational on performance has a positive effect on the City Council Secretariat of Bireuen District.

Hypothesis 4 in this research the of commitment on employee performance on City Council Secretariat of Bireuen District Lhokseumawe accepted. Worth mentioning that

the research results are consistent with studies conducted 15, the research results show that the organizational has on employee performance<sup>16</sup>. H5 There a and effect the job satisfaction on employee performance at Secretariat DPRK Of Bireuen District. Based Table the value coefficient between job satisfaction on employee performance was which smaller the level 0.037.

results be that job variable influences employee performance of the employee performance of City Council Secretariat of Bireuen District. Based on the results of path coefficient value of the job satisfaction on employee 0.216 coefficient meaning the job satisfaction on employee performance has a positive effect on the City Council Secretariat of Bireuen District. Hypothesis 5 in this research is the influence job on performance on City Council Secretariat of Bireuen District Lhokseumawe accepted.

Worth mentioning that the research results are consistent with studies conducted 11, the research results show that the job satisfaction has effect on the employee performance<sup>4</sup> and 17 . Conflict of Interest: Nil Source of Funding: Self Ethical IJRISE Journal Reviewer Committee REFERENCES 1. Bass, B.M., From Transactional to transformational leadership Learning share vision *Organizational Dynamics*, 1990,18,pp 19-31. 2. Northouse, G. *Teori Praktik, Edisi Keenam*, Penerbit PT. Indeks, Jakarta.2013. 3. Burns, J. M., *Leadership*. Happer & Row.1978. 4. Robbins, P Timothy Judge.,

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