

THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND SELF-EFFICACY ON EMPLOYEE PERFORMANCE IN THE REGIONAL SECRETARIAT OF LEBONG REGENCY

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ABSTRACT

An employee is required to produce good performance, so that the organization can achieve its goals. If employees are able to maintain their performance, then the organization can be said to be successful in managing its Human Resources. Things that must be considered in improving performance such as transformational leadership and self efficacy. The purpose of this study is to transformational leadership and self efficacy on employee performance in the Regional Secretariat of Lebong Regency. The sample in this study was 79 employees at the Regional Secretariat of Lebong Regency who have become ASN. The sampling technique is census. Data collection using questionnaires and the analysis method used is multiple linear regression, determination test and hypothesis testing. The multiple regression results show a positive regression direction with the equation $Y = 13.190 + 0.285X_1 + 0.421 X_2$. Transformational leadership has a significant effect on employee performance in the Regional Secretariat of Lebong Regency because the significant value of 0.000 is less than 0.05. This illustrates that the more transformational leadership increases, the more employee performance will also increase. Self efficacy has a significant effect on employee performance in the Regional Secretariat of Lebong Regency because the significant value of 0.000 is smaller than 0.05. This illustrates that the more self efficacy increases, the more employee performance will also increase. Transformational leadership and Self efficacy have a significant simultaneous influence on employee performance in the Regional Secretariat of Lebong Regency because the significant value of 0.000 is smaller than 0.05.

Keywords: Transformational Leadership, Self-Efficacy, Performance.

- 1) Student (Management)
- 2) Supervisors

