

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE, COMMUNICATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. ADIRA DYNAMICS MULTI FINANCE IN JAKARTA

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Abstract:

The purpose of this study is to analyze is there is an influence of Transformational Leadership Style, Communications, and Work Environment on Employee Performance. The data used in this research is using primary data. Data collection techniques were carried out using questionnaires obtained by distributing questionnaires via google form to 56 employees of PT. Adira Dinamika Multi Financein Jakarta. The data analysis technique used in this research is multiple linear regression analysis, which is processed through the SPSS version 25 program. The data analysis technique used is a quantitative method where the results are expressed by numbers. Based on research that has been done shows that Transformational Leadership Style has a positive and significant effect on employee performance, Communication has a negative and insignificant effect on employee performance, Work Environment has a positive and significant effect on employee's performance.

Keywords: *Transformational Leadership Style, Communications, Work Environment, Employees Performance*

INTRODUCTION

Source Power Man is key from development Company. Wrong One factor most important in a organization Good institutions and companies. Human Resources can be divided into 2 sections namely: Micro and Macro. Micro HR are individuals who work and become member something company which normal called as employee, employees, workers, workers and so on. Meanwhile Macro are residents who have entered the working age, whether already Work or those who are not yet working.

Source Power man have position which very important considering that organizational performance is greatly influenced by the quality of its human resources. To achieve good performance, employees are needed who have high work capacity to anticipate opportunities and challenges in an increasingly competitive business environment in achieving company goals (Ratnasari, 2016).

According to Modiani (2012:88) Transformational Leadership Style is the ability to inspire and motivate followers to achieve greater results than originally planned and for internal rewards. Transformational leadership refers to leaders who succeed in moving employees beyond direct self-interest through the influence of ideals (charisma), inspiration, intellectual stimulation, or individual consideration. Seeing transformational leadership that is able to be implemented well by leaders in the company will provide motivation for employees, thereby achieving satisfaction at work, all of this will have a positive impact on employee performance in taking responsibility for the interests of the company, this will also have a good impact on reducing the turnover rate of employees who will feel satisfied and comfortable working for the company

According to Wiradji (2014:28) Transformational Leadership is a leadership process where the leader develops his commitment to following various organizational values and vision. According to Mootalu (2019) also states that the transformational leadership style is a leader Which give his attention to the problems faced by his followers with method give encouragement and encouragement to achieve the goal. According to Come on in Emron Edison et al (2016, p.98) Style Transformational leadership is where employees feel trust, admiration and motivation in carrying out organizational performance employee.

Communication is process Where 2 person or a number of person For do interaction or exchange information One with information other Which Finally produce understanding Which The same between organization other. In life man Certain need person other, as well as need group or somebody Which most near with him that is Family or Friends to share, exchange think and interact. Communication is a very important role in which humans play interact with other humans. Developments in communication Already the more advanced, relatively And spread at each layer public.

Therefore, the importance of procedures for internal communication organize so that can walk with Good in accordance vision in company. Lack of communication and an attitude of indifference within the organization can result not fluent in activities organization. According to IM Ginting, Bangun, Munthe, & Sihombing, 2019: 36) Communication is process For convey something information through someone or an intermediary from 1 party to another party in organize

Environment Work is become Wrong One matter For influence productivity Spirit Work on employee. Without environment Which Good employee will felt easy bored And No enthusiastic about carrying out work activities in a company. Therefore very important in the company if employees can socialize in the work environment the.

The work environment is a group that there are several facilities in a person to achieve

company goals in accordance with vision and mission of the company. (Sedermayanti, 2013:23). Atmosphere or condition around location of work.

Environment Work impact on ability individual For Work with safe, competent And in accordance with target performance operational. An appropriate work environment can support implementation Work so that employee own Spirit Work And increase performance employee, whereas no appropriate environment Work dapt create discomfort for employees in carrying out their dutieshis task.

The work environment is everything that can be influenced directly or indirectly in organizations or companies which will have a good or bad impact on employee performance. According to Sri Widodo (2016:95) The work environment is a task where Employees can carry out their daily tasks with certainty company Which later will required in company anywhere.

PT. Adira Dinamika Multi Finance in Jakarta is one of them companies engaged in vehicle financing (leasing) and claimed to be a leading company amidst very tight competition between leasing companies. The success of this company is certainly related with the human resources that the company has so far, PT. Adira Dynamics Multi Finance. Already spread approached all over region Indonesia includingin Jakarta. PT. Adira Dinamika Multi Finance. as a representative office with vehicle segmentation, of course you must have employees with good performance in order to maintain and increase success company.

**Table 1. Study Performance Employee
PT. Adira Dynamics Multi Finance in Jakarta**

No	Indicator	Target	AchievementPerformanc e		
			2018	2019	2020
1.	Quality Work	100%	75%	78%	73%
2.	Quantity Work	100%	75%	78%	73%
3.	Decree Time	100%	73%	75%	71%
4.	Not quite enough Answer	100%	78%	80%	75%
Average			73.75%	77.75%	73%

Source: Management Data PT. Adira Dynamics Multi Finance in Jakarta West

From table 1 can seen that performance PT. Adira Dynamics MultiFinance in Jakarta Still there are stains in year 2020, because not yet reach target Which Already set And Not yet exists studyabout performance employee in environment PT. Adira Dynamics Multi Finance so need done study about influence "Style Leadership Transformational, Communication, and Work Environment on Performance Employee on PT Adira Dynamics Multi Finance in Jakarta

Performance employee important For success on failure organization. Matter This influenced by a number factor, Which come from inAnd outside organization like leadership, income, chance promotion, environment Work, connection employee-employer, commitment leadership, employee tardiness, type of organization, etc (Ngunyen, 2015).

Based on the background description, the formulation of this research problem includes three main questions, namely: 1) Does the Transformational Leadership Style influence Employee Performance at PT. Adira Dinamika Multi Finance? 2) Does communication affect employee performance at PT. Adira Dinamika Multi Finance? and 3) Does the work environment influence employee performance at PT. Adira Dinamika Multi

Finance? The purpose of this research is to investigate the impact of Transformational Leadership Style, Communication and Work Environment on Employee Performance in the company. Theoretically, this research is expected to contribute knowledge in improving employee performance through understanding Transformational Leadership Style, Communication and the Work Environment. Meanwhile, practically, this research can be a reference for PT. Adira Dinamika Multi Finance to develop strategies to improve employee performance, and for researchers and students at the National University of Jakarta as additional insight and useful reference material in advanced studies, especially for students of the Economic Education Study Program.

METHOD

The object of this research is employee performance which is influenced by the transformational leadership style, communication and work environment at PT. Adira Dinamika Multi Finance. Data collection was carried out by distributing questionnaires to 56 employees of the company. Primary data was obtained from a questionnaire which highlighted the variables Transformational Leadership Style, Communication, Work Environment and Employee Performance. Furthermore, the analytical methods used include descriptive analysis, multiple linear regression, validity test, reliability test, classical assumption test (normality, multicollinearity, autocorrelation, heteroscedasticity), simultaneous test (F test), coefficient of determination test (R²), and hypothesis test partial (t test). Hypothesis testing criteria involve a significance level of 0.05, with acceptance or rejection of the hypothesis based on a comparison of the test results with the specified table values.

RESULTS AND DISCUSSION

Results Complete Estimate Study

The results of descriptive statistical tests are to determine the value average total mean and total grand mean for each variable. Variable independent that is Style Leadership Transformational (X₁), Communication (X₂), And EnvironmentWork (X₃), as well as the dependent variable Employee Performance (Y) Which each each variable different the question. AnalysisData on these variables was obtained from the results of the questionnaire which has been distributed, for more details can be seen as following:

A. Analysis Descriptive Style Transformational Leadership (X₁)

The average value of each indicator in the Leadership Style variable Transformational (X₁) can be seen as following :

Table 2. Average Mean And Total Mean Style Leadership Transformational (X₁)

Style Leadership Transformational	Mean
1. Leader in place I Work analyze problemin a way thorough	4.61
2. Manage planning in a way appropriate time And appropriate budget.	4.55
3. Communication between superior, subordinate, And colleague coworkersvery open and fun.	4.55
4. The leadership where I work is capable communicate with subordinate in a way clear and effective.	4.50
5. The boss where I work has courage For respond with fast And	4.63

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	appropriate on problem And chance Which unexpected	
6.	Remain calm and provide solutions even though they are deep situation critical or not pleasant	4.45
7.	The management where I work is very appreciative idea subordinate	4.62
8.	Be respectful, listen to complaints, share information And Can confess excess person other.	4.60
9.	The leadership where I work always emphasizes work with focus on objective And results	4.46
10.	Capable behave firm For determine decision Which complex or confusing.	4.39
Average Total Mean Style Variables Leadership Transformational (X1)		45.39

Source: Data processed from results questionnaire

B. Average Mean and Total Mean Leadership Style Transformational (X1)

Based on table 2 obtained results average total mean Style Leadership Transformational (X1) in a way whole 45.39. Which It means Part respondents state agree. Average mark mean highest there is on indicator courage with mark 4.63. Matter This become proof that in a way general employee PT Adira Dynamics Multi Finane state that indicator facility influential. And mark mean Lowest there is on firmness indicator with mark 4.39.

C. Communication Descriptive Analysis (X2)

Mark flat – flat every indicator in variables Communication (X 2) can seen as following:

Table 3. Average Mean And Total Mean Communication (X 2)

Communication	Mean
1. I understand with Good What Which be delivered by leadership to I.	4.64
2. I ask return about task Which given by the leadership.	4.48
3. I accept with Good tasks Which given by the leadership.	4.61
4. I feel work Which given too heavy.	3.84
5 I Once reject Wrong one two task Which given by the leadership I.	3.59
6 I always showing attitude Which Good when speak with leadership.	4.57
7 I do task assignment with forced.	3.36
8. I always show flavor respect to dream I	4.64
9. I always guard connection Good with leader I	4.66
10. I always guard connection Good with colleague I	4.62
Average Total Mean Variables Communication (X2)	43.02

Source: Data processed from results questionnaire

D. Average Mean And Total Mean Communication (X 2)

Based on table 3 obtained results average total mean Communication (X2) overall 43.02. Which means Partrespondents state agree. Average mark mean highest there is on indicator connection Which more Good with mark 4.66. This is proof that in general employees of PT. Adira Dynamics Multi Finance state that indicator connection Which more Good influential. And mark mean Lowest there is on the indicator influence on attitude with value 3.36.

E. Descriptive Analysis of the Work Environment (X3)

Mark flat – flat every indicator in variables Environment Work (X 3) can seen as following :

Table 4. Average Mean And Total Mean Environment Work (X 3)

Environment Work	Mean
1. Lighting/light in place I Work give hand I	4.70
2. I feel comfortable with temperature temperature air in place Work I	4.45
3. I can adapt with humidity air in place I Work	4.41
4. Circulation air in my place Work flow with Good	4.59
5. Place Work I Far from noise	4.21

Source: Data processed from results questionnaire

F. Average Mean and Total Mean Work Environment (X3)

Based on table 4 obtained results average total mean Environment (X3) overall 43.82. Which means Partrespondents state agree. Average mark mean highest there is on indicator illumination/light with mark 4.70.

Matter This become proof that in a way general employee PT. Adira Dynamics Multi Finance state that indicator lighting/light has an effect. And the lowest mean value is found on indicator noise with a value of 4.21.

G. Descriptive Analysis of Employee Performance (Y)

Mark flat – flat every indicator in variables Performance Employee (Y) can seen as following :

Table 5. Average Mean and Total Mean Performance Employee (Y)

Performance Employee	Mean
1. Quality Work I Far better from employees other.	4.07
2. Quantity Work I exceeds average employee other.	4.32
3. Efficiency time I exceed average employee other.	4.11
4. Ability I exceeded standards Which set.	4.36
5. I try with more hard than Which other	4.50
6. I have commitment And responsibility in work.	4.59
7. Capable choose And see problem from corner look Which different with employees who other	4.54
8. Own knowledge Which wide Which can help employee other in taking decision .	4.41
Average Total Mean Performance Employee (X1)	34.89

Source: Data processed from results questionnaire

H. Average Mean and Total Mean Employee Performance (Y)

Based on table 5 obtained results average total mean Performance Employee (Y) in a way whole 34.89. Which It means Part respondents state agree. Average mark mean highest there is on indicator decision time with mark 4.59. This is proof that in general employees of PT. Adira Dynamics Multi Finance state that indicator decision time influential. And mark mean Lowest there is on quality indicators Work with mark 4.07.

1) Test Instrument

a. Test Validity

Test validity used For test accuracy, tool gauge can reveal whether a questionnaire is valid or not . Validity test is calculated with compare mark r_{count} (correlated item-total correlation) with r_{table} , If $r_{count} > r_{table}$ (on tariff significant 0.05) so statement is declared valid. All questions consist of 38 items from 10 item For Style Leadership transformational, 10 item For Communication, 10 item For Environment Work, And 8 item For Employee performance.

This is determined by using a calculated r of 5%, where $n = 56$, then obtained $r_{table} (0.05) = 0.2632$ and the overall statement is used in this research are $r_{count} > r_{table}$

Table 6. Results Test Validity

Variable	Question	r Count	r Table	Information
Style Dreamer Transformational (X 1)	Question 1	0.533	0.2632	Valid Valid Valid Valid
	Question 2	0.748	0.2632	Valid Valid Valid Valid
	Question 3	0.723	0.2632	Valid
	Question 4	0.787	0.2632	
	Question 5	0.815	0.2632	
	Question 6	0.865	0.2632	
	Question 7	0.663	0.2632	
	Question 8	0.727	0.2632	
	Question 9	0.884	0.2632	
	Question 10	0.851	0.2632	
Communication (X 2)	Question 1	0.530	0.2632	Valid Valid Valid Valid
	Question 2	0.593	0.2632	Valid Valid Valid Valid
	Question 3	0.567	0.2632	Valid
	Question 4	0.202	0.2632	
	Question 5	0.146	0.2632	
	Question 6	0.474	0.2632	
	Question 7	0.241	0.2632	
	Question 8	0.669	0.2632	
	Question 9	0.548	0.2632	
	Question 10	0.573	0.2632	

Environment Work (X 3)	Question 1	0.568	0.2632	Valid Valid Valid
	Question 2	0.405	0.2632	Valid
	Question 3	0.427	0.2632	Valid Valid Valid Valid
	Question 4	0.400	0.2632	Valid
	Question 5	0.421	0.2632	Valid
	Question 6	0.685	0.2632	
	Question 7	0.419	0.2632	
	Question 8	0.562	0.2632	
	Question 9	0.517	0.2632	
	Question 10	0.554	0.2632	
Performance Employee(Y)	Question 1	0.478	0.2632	Valid Valid Valid Valid
	Question 2	0.257	0.2632	Valid Valid Valid
	Question 3	0.596	0.2632	Valid
	Question 4	0.500	0.2632	
	Question 5	0.401	0.2632	
	Question 6	0.412	0.2632	
	Question 7	0.586	0.2632	
	Question 8	0.438	0.2632	

Source: Primary data SPSS 22 *Item-Total Output Statistics* . Processed 2021

From calculations using SPSS 22 test data against 56 respondents stated that all questions 1-38 were for variables Transformational Leadership Style (X1), Communication (X2), Environment Work (X3), And Performance Employee (Y) stated valid. Matter This seen from results calculation with table on, that $r_{count} > r_{table}$ (0.2632).

b. Test Reliability

Reliability test is used to find out whether the measuring instrument will get measurement Which appropriate consistent If measurement be repeated Return. Method Which used in This research is *Cronbach Alpha*. The reliability test is continuation of the validity test, where the question items are entered testing is items or question Which valid just. For determine whether the instrument is reliable or not to use Limitation 0.6. Results the test is as following:

Table 7. Results Test Reliability

Variable	<i>Cronbach Alpha</i>	Limitation	Decision
Style Leadership Transformational (X1)	0.929	0.6	Reliable
Communication X2)	0.720	0.6	Reliable
Environment Work (X3)	0.840	0.6	Reliable
Employee Performance (Y)	0.896	0.6	Reliable

Source: Data Primary SPSS 23 *Output Reability Statistics* . Processed 2021

From table 7 above it can be seen that the *Cronbach Alpha value* for fourth variables the on 0.6. Because values the more big of 0.6, then the value of the measuring instrument is reliable or meets the requirements reliability.

2) Test Assumption Classic

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a. Test Normality

One Simple Kolmogorov-Sminorv test or normality test used to determine the distribution of data, whether it follows normal, *passion* , or *uniform distribution*. In this case for know is variable free And variable bound both of them distribute normal or No. Data distribution said normalif the level of significant value is > 0.05 and vice versa If the significance is <0.05, it is said to be abnormal. The following served table result of test normality as following:

Table 8. Results Test Normality

		Unstandard ized Residual
N		56
Normal Parameters a, b	Mean	,0000000
	Std. Deviation	3.02367252
Most Extreme Differences	Absolute	,115
	Positive	,115
	Negative	-,107
Test Statistics		,115
Asymp. Sig. (2-tailed)		,063 ^c

Data source SPSS processing

Based on the normality test results refer to table 8 It can be seen that the value of Asymp. Sig (2- Tailed) is 0.115more big than 0.05 (0.115 > 0.05) so can concluded that data on variable study on distribute normal.

b. Test Multicollinearity

The multicollinearity test is used to determine whether there is or whether there is a deviation from the classical assumption of multicollinearity, i.e exists connection linear or mark *variance inflation factors (VIF)* ,if the *Tolerance value* is > 0.10 or VIF < 10, then it can be saidThere is no multicollinearity in the processed model. For more he explained writer explained in the table 9 as follows:

Table 9. Results Test Multicollinearity

1.	Models	nstandardized Coefficients		Standardize d Coefficients t		Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	-,911	3,753		-,243	,809	
	Leadership Style						
	Transformational	,009	,101	,011	,089	,929	,437 2,290
	Communication	,428	,106	,462	4,026	,000	,522 1,917

Environment Work	,388	,118	,413	3,275	,002	,434	2,307
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Source : Data Processed SPSS

Based on results test multicollinearity refers on table 9 obtained VIF For variable Style Leadership Transformational (X1) as big as 2,290. Communication (X2) 1,917. Environment Work (X3) 2.07. Whereas mark Tolerance Style Leadership Transformational (X1) as big as 0.437. Communication (X2) 0.522. Environment Work (X3) as big as 0.434. From third mark VIF from third variable is not enough from 10.0 And mark Tolerance more from 0.1 Which It means that model regression does not occur multicollinearity.

c. Test Heteroscedasticity

Test heteroscedasticity done For test is in a regression model, there is an inequality of variance residual from one observation to another observation. Model regression Which Good is Which No happen heteroscedasticity. In this research, the glesjer test was carried out. If Test value If Gletjer is seen from a Sig value of more than 0.05 then no happen symptom heteroscedasticity, And If number Sig below 0.05 so happen symptoms of heteroscedasticity.

Table 10. Results Test Heteroscedasticity

		Coefficients ^a			
Model		standardized		Standardized	
		Coefficients		Coefficients	t Sig.
		B	Std. Error	Beta	
1	(Constant)	7,651	2,295		3,334 ,002
	Leadership Style Transformational	,089	,062	,268	1,445 ,154
	Communication	-,230	,065	-,601	-3,542 ,001
	Environment Work	,008	,072	,021	,114 ,910

a. Dependent Variables: Abscess

Source : Data SPSS processing

Based on table 10, can explained test heteroscedasticity with method Glatjer obtained mark significant is greater than 0.05, so it can be concluded that No happen problem heteroscedasticity in test study This.

d. Analysis Inferential

1) Analysis Regression Linear Multiple

Analysis This used For know influence variables independent to variable dependent. In matter This model the For know how much big influence Style Leadership Transformational (X1), Communication (X2), And Environment Work (X3), on Employee Performance (Y). Results of multiple linear regression analysis can seen in the following table:

Table 11
Results Analysis Regression Linear Multiple
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.668	3.660		-.183	.086
	X1	.130	.107	.256	2.208	.033
	X2	.386	.108	.415	3.590	.001
	X3	.294	.117	.327	2.504	.015

a. Dependent Variable: Y

Source : Data Processed SPSS

Based on table 11 above, a linear regression equation is obtained multiple as follows:

$$K.K = 0.256(GKT) + 0.415 (K) + 0.327 (LK)$$

Information :

Y = Variable Employee performance (KK)

X1 = Transformational Leadership Style (GKT) X2 = Communication (K)

X3 = Environment Work (LK)

Equality regression the show that constant as big as 0.668 And can explained that Constant as big as 0.668 , Which statethat if Transformational Leadership Style (X1), Communication (X2), Work Environment (X3) value is constant (does not change), then the score Performance Employee as big as 0.668 with standard error 3,660.

From the results of the multiple linear regression equation, respectively Independent variables can be interpreted as their influence on performance employee as follows:

- (1) The Transformational Leadership Style variable has a coefficient regression as big as 0.256 It means If Style Leadership experience an increase of one point, employee performance will experience enhancement as big as 0.256 or 25.6% with variable free other value constant. Whereas on sign number positive 0.256, It means if Style Leadership Transformational the more Good, so Performance Employee also increasingly increase.
- (2) Variable Communication have coefficient regression as big as 0.415 It meansif Communication increases by one point, then Performance Employee will experience enhancement as big as 0.415 or 41.5% with variable free other value constant. Whereas on signnumber positive 0.415, It means If Communication the more Good, so PerformanceEmployee also increasingly increase.
- (3) The Work Environment variable has a regression coefficient of 0.327 meaning that if the Work Environment increases by one point, so Performance Employee will experience enhancement as big as 0.327 or 32.7% with other independent variables constant values. Meanwhile on a positive number sign of 0.327, meaning that if the work environment is getting better, so Performance Employee also increasingly increase.

e. Test Appropriateness Model

1) Test F

The F test is used to test the significance of the influence of variables independent that is Style Leadership, transformational, Communication And Environment Work to variable dependent that is Performance Employee through ANOVA test (Test F).

Table 12. Results Test F

Model		Sum of		Mean Square F		Sig.
		Squares	Df			
1	Regression	911.690	3	303,897	31,719	,000 ^b
	Residual	507,783	53	9,581		
	Total	1419.474	56			

a. Dependent Variables: Performance Employee (Y)

Predictors: (Constant), Environment Work (X3), Style Leadership Transformational (X1), Communication (X2)

Based on Results Test F on table 12 can is known Mark Fcount 31,719 (significant 0.000). The Ftable value is obtained from the degree of freedom value (df) Residual (remainder) that is 53 as df denominator And df Regression (per.akuan) which is 3 as the numerator df with a significance level of 5% so that Ftable ($\alpha = 5\%$) is obtained, namely 2.78. Because the Fcount value > compared to Ftable ($31.719 > 2.78$) with a significant level of $0.000 < 0.05$ then it can be concluded that Ho is rejected and Ha is accepted. So together variables Transformational Leadership Style (X1), Communication (X2), and Work Environment (X3) have a positive effect and significant to Employee Performance (Y) at PT. Adira Dynamics Multi Finance.

2) Test Coefficient Determination (R^2)

Coefficient Determination (R^2) is size For knowhow big is the relationship between variables and how big is the influence variable independent Which researched to the dependent variable.

Table 13
Results Test Coefficient Determination (R^2)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801 ^a	.642	.622	3.095

a. Predictors: (Constant), X3, X2, X1

Source : Data Exercise from SPSS

On table 13 obtained mark coefficient determination (R^2) as big as 0.622 Which It means level variable Performance Employee influenced by Style Leadership transformational, Communication And Environment Work as big as 62.2 % whereas the rest 37.8% influenced by factor other outside study.

f. Testing Hypothesis (Test t)

The t test, namely the partial regression coefficient, is used for find out

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whether each variable is partially independent positive and significant effect on the dependent variable. Fortest influence variable independent to variable dependent used level significant 0.05 with criteria asfollowing:

- 1) If $t_{count} > t_{table}$ and $sig < 0.05$ then H_0 is rejected and H_a accepted, that is Style Leadership transformational, Communication, And Environment Work influential positive Andsignificant to Performance Employee.
- 2) If $t_{count} < t_{table}$ and $sig > 0.05$ then H_0 is accepted, meaning Style _ Leadership transformational, And EnvironmentWork No influential positive And significant to performance employee.

Table 14. Results t test

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
1 (Constant)	7,651	2,295		3,334	,002
Leadership Style Transformational	,089	,062	,268	1,445	,154
Communication	-,230	,065	-,601	3,542	,001
Environment Work	,008	,072	,021	,114	,910

a. Dependent Variables: Abscess

Source : Data Exercise from SPSS

Based on the basics of the results _____ t on a t ab e l 14 d i a t a s , can t see that N i l a i _____ t count v a r i a b l e G s t y l e ___ DREAMING _____ T r a n s f o r m a s i o n a l S e b e s a r 1,445 with a n level of t significant _____ 0.154, whereas _____ Mark _____ t t a b e l d f = n k - (. 56-3-1= 5 2 5 2) d a n ($\alpha = 0.05$) so it 's not p e r b y number k a 2.00665. K a r e n a t h i t u n g > t t a b e l (2.208 > 2.00665) so ___ H_0 ___ i n t o l a k a n d H_a ___ a c c e p t e d , _____ I t m e a n s _____ S t y l e _ T r a n s f o r m a s i o n a l l e a d e r g e a d e r s h a v e a p o s i t i v e i n f l u e n c e a n d _ s i g n i f i c a t i o n s a b o u t d p _ E m p l o y e e p e r f o r m a n c e _____ T h e m e a n i n g o f s t y l e ___ L E A D E R S H I P _____ T r a n s f o r m a s i o n a l (H_1) ___ i n f l u e n t i a l ___ p o s i t i v e a n d s i g n i f i c a n t ___ t o n t h e p e r f o r m a n c e o f e m p l o y e e s . _____

- a. For _ t h i t u n g C o m u n i c a s i s e b e s a r 3 . 5 4 2 w i t h ___ f i c t i t i o u s s i g n i f i c a n c e l e v e l 0.00 1 , w h i l e _____ N i l a i t t a b e l d f = n k - (56-3-1= 5 2) a n d ($\alpha = 0.05$) s e h i n g a i s o b t a i n e d b y t h e n u m b e r k a 2.00665 K a r e n a t h i t u n g > t t a b e l (3 . 5 9 0 > 2,006 6 5) s o ___ H_0 i s r e j e c t e d a n d H_a i s a c c e p t e d , w h i c h m e a n s t h a t _ C o m m u n i c a t i o n h a s a p o s i t i v e i n f l u e n c e o n a n d o n ___ s i g n i f i c a n t _____ t o _____ p e r f o r m a n c e _____ e m p l o y e e _____ I t m e a n s ___ C o m m u n i c a t i o n _____ (H_1) h a s a p o s i t i v e a n d p o s i t i v e i n f l u e n c e _____ s i g n i f i c a n t _____ t e r h t e r e i s p k i n e r j a e m p l o y e e . _____
- b. For _ t h i t u n g L i n g c o n g a n C o r k s e b e s a r 0.114 w i t h l e v e l o f s i g n i f i c a n c e 0.910 , _____ w h e r e a s ___ N i l a i t t a b e l d f = n k - (56-3-1= 5 2) a n d ($\alpha = 0.05$) s o t h a t i t i s c a r r i e d o u t b y a n g k a 2.00665 B e c a u s e t h i t u n g ___ > t t a b e l (2504 > 2.00665) s o ___ H_0 w a s r e j e c t e d a n d H_a ___ a c c e p t e d , _____ t h e m e a n i n g i s a n g a n e n v i r o n m e n t W o r k ___ h a v e a p o s i t i v e i n f l u e n c e

___ And _ What is significant is the work performance of employees . ___ Meaning of Environment ___ Work ___ (H1) has a positive and significant influence _____ to ___ performance ___ employee . ___

Discussion

A. Influence Transformational Leadership Style to Performance Employee

Based on the research results above, it can be stated that, Style Leadership Transformational influential positive And significant on the performance of PT employees. Adira Dinamika Multi Finance. With The hypothesis test value is 2.208 with a significance level below 0.05 that is 0,000. Influence positive And significant This signifies that enhancement Style Leadership Transformational influence enhancement performance employee, Leader (in matter This) try increase performance his employees with method always give motivation,because when employees get motivation from their leaders, they will feel noticed , employee will feel like And with flavorlike That will make employee feel at home in the company, then employees will be enthusiastic about working, so that employee performance will improvethe more good and maximum.

Leadership transformational (X 1) own influence positive Andsignificant with the results of the regression analysis, which produces conclusions that hypothesis I accepted, that is leadership transformational positive influence, so if the leadership style is transformational applied in PT. Adira Dynamics Multi Fiancé with Good so performance employee his even will the more increases, and likewise on the contrary.

This is consistent with research conducted by Repie & Adnyani (2015) in journal management , with title "influence transformational leadership, communication and financial compensation on employee performance. The research results show a positive influence and significant relationship between transformational leadership style and performance employee, variable Which influential dominant is communication withsample taken 56 respondents.

B. Influence Communication on Employee Performance

Based on results study Which has done use programSPSS states that Communication has a positive and significant effect on Employee Performance at PT Adira Dinamika Multi Finance.

Performance is a very important thing in an agency's efforts to achieve its goals. Research results (Prayogi, Lesmana, & Siregar, 2019); (Julita & Arianty, 2018); (Satriowati, Paramita, & Hasiholan, 2016); (Listyani, 2016) who found the influence of communication on performance.

This fact shows that if communication improves, employee performance will improve Also increase, matter This caused Because characteristic, method convey can make employee comfortable on Finally will make employee performance Also increase.

C. The Influence of the Work Environment on Employee Performance

Based on results study Which has done use programSPSS state that Environment Work influential positive And significant on Performance PT employees. Adira Dinamika Multi Finance.

Based on the results of distributing questionnaires to PT. Adira Dinamika Multi Finance, Most of the respondents' opinions agree, which means the work environment influences employee performance.

The results of this research are in accordance with previous research according to (Adha et al. 2019) where the work environment has a positive and significant effect on employee performance

The Influence of Transformational Leadership Style, Communication and Work Environment on Employee Performance at PT. Adira Dynamics Multi Finance in Jakarta

This fact shows that if the employee's work environment runs well, employee performance will increase, this is due to good room light/temperature, equipment and facilities, workplace environment, and a fulfilling atmosphere which in the end will make performance employees too increase.

CONCLUSION

The results show that Transformational Leadership Style, Communication and Work Environment have a positive effect on employee performance at PT. Adira Dinamika Multi Finance. The first hypothesis regarding Transformational Leadership Style is accepted, showing that the better the Transformational Leadership Style, the higher the employee and organizational performance. Likewise, the second hypothesis regarding Communication and the third hypothesis regarding the Work Environment, both accepted, indicate that the better the Communication and the more conducive the Work Environment, the better employee performance will be. Therefore, it can be concluded that these factors have an important role in improving employee performance in this company.

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