

## THE EFFECT OF TRANSFORMATIONAL LEADERSHIP MODEL AND LEADER PERFORMANCE MOTIVATION IN EDUCATION

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### **Abstract**

This study aims to find out about the transformational leadership model in the field of education. The method used in this research is library research by collecting books or previous research journals. The transformational leadership model uses the library research method by interpreting the data in descriptive analysis. The technical analysis resulted from: (1) the concept of transformational leadership; (2) transformational leadership characteristics; (3) the advantages of transformational leadership; (4) lack of transformational leadership. The role of the leader here is very necessary especially in the world of education. therefore it can be seen using a transformational model of leader performance in leading an education. Leaders are expected to be very fair in leading and at the same time providing motivation to performance in the world of education. Therefore, leaders can know the leadership model that is implemented and have a full sense of responsibility. The transformational leadership model is also widely used by researchers to be exposed from basic education to education to a higher level.

**Keywords:** Transformational Leadership, Leader, Education

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### **INTRODUCTION**

The essence of man is a leader. Therefore, a leader must be able to take responsibility for his duties. Being a leader is not easy. A leader must have authority and a good attitude towards his subordinates. The urgency of the leadership above, indicates the importance of leadership, small scopes like humans need leadership behavior, especially organizations with a wider scope. Without a leader an organization or an agency will not be able to work well. Because of its function, a leader can direct and run an agency or organization for the better.

According to Robbins and Coulter leadership is "a process of leading a group to achieve its goals that is what leaders do". Then Williams defines leadership "the process of influencing others to achieve group or organizational goals. Similarly, Griffin defines leadership as "helping to define the culture of a group or organization as a property, a set of characteristics that are distributed to individuals who are considered leaders"

Of the three definitions above, there are several important components to understanding leadership, namely: to define leadership, experts often use the term "influence" as an inseparable part of leadership.

According to Noonan, a leader must have at least three main components to be able to successfully build his organization, namely: 1) their capacity to lead and contribute (have the capacity to lead and be able to contribute), 2) their intentions, actions and credibility (have goals, actions and credibility), and 3) their performance and its effects on others, the situation, and the future.

### **LITERATURE REVIEW**

#### **Transformational leadership model**

Komariah and Triatna (2008:80) state that transformational leadership can be seen at the micro and macro levels. On a micro level, transformational leadership is a process of influencing between individuals, while at a macro level it is a process of mobilizing power to change social systems and

reform institutions. Leaders here are not only those at the highest managerial levels within the organization, but also those at formal and informal levels. , regardless of their position or title. Bass (1985:20) states that transformational leadership motivates followers to do something more than expected by doing the following things: increasing the level of followers' awareness of the importance and value of the goals set and desired, asking followers to put their interests first. team or organization above self-interest, and move followers toward higher-level needs.

## METHOD

The method used in this research is case study method or library research. In using this method, you collect books and journals that have been researched previously or what are commonly called previous studies that support the research theme, including literature on leadership that includes transformational leadership models. library research interprets analytically. Technical analysis used in this research is descriptive analysis approach.

## RESULTS AND DISCUSSION

### 1. The concept of transformational leadership

Sudarwan danim (Shalahuddin, 2015) explains that transformational leadership comes from the word "to transform" which means transforming or changing something into a different form. Such as transforming a vision into a reality, potential that becomes actual, latent that becomes manifest and others. According to (Suarga 2017) transformational leadership is a leader who has the power to influence his subordinates in a certain way. That is, by implementing transformational leadership, subordinates will feel trusted, valued, and loyal and have respect for their leaders.

### 2. Characteristics of transformational leadership

Characteristics of transformational leadership, (assingkily and mesiono 2019) include:

- a. Leaders must have a whole and independent soul to realize their vision and mission
  - b. As subordinates must have an awareness of the importance of togetherness to achieve goals by being given motivation from a leader.
  - c. All members of the transformational leadership organization must be willing and ready in the interests of the organization in order to realize a quality organization.
- a leader is also obliged to carry out control activities, as for the characteristics according to Avolio et al (Stone, 2004)
- a. Idealized influence, a transformational leader must have charisma
  - b. Inspirational motivation, a leader is able to apply high standards
  - c. Intellectual stimulation, a leader is able to provide encouragement to his subordinates to work hard
  - d. Individualized consideration, a leader is able to understand the individual differences of his subordinates.

### 3. The advantages of transformational leadership

The advantages of the transformational leadership model are:

- a. It is cost efficient, so the organization will get a bigger profit
- b. There is a great commitment to employees that is emotionally binding
- c. Leaders are able to develop the self-potential of their subordinates and guide their subordinates
- d. Improving the quality of working relationships between subordinates and superiors

### 4. Lack of transformational leadership

There will be advantages and disadvantages in the application of this transformational leadership model. Among them:

- a. It takes a long time to be able to apply the model. But over time a leader will get used to it. With the commitment between subordinates and superiors. And this will be very profitable for an organization
- b. Its application is difficult, and this does not guarantee the success of the theory.
- c. Carrying out this theory requires patience and attention to small details
- d. The application is quite difficult to too many subordinates.

## CONCLUSION

Leaders who can understand the conditions of their subordinates are really needed and expected. In the transformational model, it will be open between leaders and their subordinates, especially in the field of education today. And educational organizations or institutions need a leader who can advance, develop and bring the world of education in a better direction.

Transformational leadership is one of the modern leadership models that is able to change from vision to mission into action and is carried out by creating a clear vision of contents, motivating staff to be creative, diligent in working, building local culture, and building effective communication.

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