

The Effect of Transformational Leadership on Professionalism Employee the Indonesian Republican Navy

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Keywords: Transformasional Leadership, Professionalism

Abstract: The purpose of this study was to determine the transformational leadership of professionalism employee the Indonesian Republican Army. This research tried to answer problems about transformational leadership with evidence increasing of professionalism employee the Indonesian Republican Army. The research was conducted on professionalism employee the Indonesian Republican Army involving of 180 employee had been selected from the target populations of 125 employee by using quantitative approach with path analysis methods. the research of hypothesis testing show: transformational leadership had a direct effect positif on professionalism.

1 INTRODUCTION

Human resources are one of the important and valuable assets for an organization (Batarliene, Čiziuniene, Vaičiute, Šapalaite, & Jarašuniene, 2017). Research on Indonesia's human resource perspective states that human resources are a source of sustainable competitive advantage for an organization (Wirawan, 2015). Facing these challenges organizations need human resources that are able to deal with change and global competition (David, 2009).

Organizational professionalism has been discussed in several literature. But the professionalism of DISLAIKMATAL employees has not been systematically studied. In this paper we will try to assess the level of professionalism in a government institution that has an important role, by discussing the following professionalism competencies of the organization that come from ethical values: integrity and service.

Professionalism is a basic element of bureaucracy that requires a full-time official corps whose attention is directed specifically to its managerial responsibilities. In the public sector, professionalism is given to cadres of civil servants whose positions are generally obtained through the feasibility test section (Abou Arraj, 2018).

The Naval Material Service Office (Dislaikmatal) is a government institution that does not escape the implications of global competition and the rapid development of science and technology. Dislaikmatal is one of the organizations under the Navy (TNI AL). As the National Executing Agency (Balakpus) of the Indonesian Navy, Dislaikmatal is responsible for organizing material welfare training within the Navy.

The role of the Navy's Health Service Agency (Dislaikmatal) is very important to minimize material and non-material losses such as the last incident, namely KRI Rencong-622 burning and sinking in the waters of Sorong, West Papua, about 20 nautical miles from the Indonesian Navy Fleet Command III dock in Sorong, (Media, 2018). One of the alleged causes is the weakness of the role of the Navy's Disability Service Agency (Dislaikmatal) in conducting supervision and guidance in the context of material oversight in the Navy.

Viewed from the leadership literature, the importance of transformational leaders expressed by Bass according to the following quote, (Buil, Martínez, & Matute, 2018) states that transformational leaders have the ability to change organizations through their vision for the future, and by clarifying their vision, they can empower employees to take responsibility for achieving that vision.

2 THEORETICAL FRAMEWORK

Transformational Leadership

In 1978 James McGregor Burns first introduced the concept of transformational leadership as a different type of leadership with transactional leadership. According to Burns, transformational leadership is a leadership that pays attention to the relationship between leaders and followers based on trust, needs and values that can be accepted by their followers. Furthermore, the notion of transformational leadership continues to evolve as Buil explains transformational leadership as follows: Transformational leadership defined as a style of leadership that transforms followers to rise above their self-interest by altering their morale, ideals, interests, and values, motivating them to perform better than initially expected, is currently the most widely accepted paradigm in the leadership literature (Buil et al., 2018)

Elain Pieterse, Cornelia Niessen defines transformational leadership as follows, "transformational leadership is defined as a meaningful and creative exchange between leaders and followers with the aim to guide followers through a vision-driven change (Niessen, Mäder, Stride, & Jimmieson, 2017). In accordance with Cornelia's understanding, transformational leadership is a style of a leader who builds beneficial and creative reciprocal relationships to move his followers through a change in perspective on organizational goals. With a transformational leadership approach, followers will change themselves to contribute according to their perspective on the organization's vision. A transformational leader will convince his followers that organizational goals are a common goal for the benefit of all personnel in the organization.

Other definitions of transformational leadership in the leadership literature discussed by Aviola and Bass define transformational leadership as follows: Transformational leadership is multi-faceted and comprises four sub-dimensions, namely idealized influence (attributed and behavior), inspirational motivation, intellectual stimulation, and individualized consideration. Idealized influence attributed refers to followers' attributions of power and confidence and their identification with their leader. Leaders consider the need of others over their own needs and serve as charismatic role models for their followers, who respond with trust, confidence, and respect (Buil et al., 2018).

An understanding of transformational leadership is becoming increasingly interesting as material for discussion in academia and researchers in the field of leadership. As Aviola and Bass explained

transformational leadership as multi-dimensional leadership in accordance with John R. Schermerhorn et.al who said that transformational leadership has four dimensions, namely, charisma, inspiration, intellectual stimulation and individualized consideration (Schermerhorn, Jr et al., 2014).

Based on the literature review above, it can be synthesized that transformational leadership is the behavior of leaders who are embodied in exemplary attitudes in empowering organizational resources optimally to achieve established goals, with indicators: able to influence subordinates, inspire and intellectual stimulus.

Professionalism

To obtain the concept of "Professionalism" which embodies this dissertation, it will first describe things that are relevant to the terminology. In the literature on human resource management professionalism is defined as follows: ... the individual professional one who works within limitations is set by the boundaries of knowledge specialism set by the professional body, and the government controls in others who have sets for them (Parnell, 2011, 2015). John A Parnell's study of professionalism describes that a person is declared a professional if the person is able to demonstrate performance within boundaries arranged in a series of specific knowledge determined by a professional body and in the target and planning context that has been set for them by the government

Chambers describes the details of professionalism cited by Brian P. West as follows: Professionalism is tolerated: to contend with managers who should have what they demand, where they are the demand for prejudice, the preservation of the interests of others, is to forgo professional independence; to admit that intellectual involvement or self-interest dominate (West, 2003). Professionalism is competition between employees in meeting the criteria or requirements owned by employees in work that has been determined by the organization. In addition, professionalism can foster intellectual freedom of the employees at work and foster an atmosphere that is conducive to work.

Based on the study of the literature above, it can be synthesized that professionalism is the character of a person which is shown from the ability, skill, and method of execution of work in accordance with the standards set by official bodies or institutions recognized by the government with indicators of knowledge of a field of work, skills in work and high dedication to his work.

3 METHODOLOGY

This research use survey method quantitative with correlation technique Data from this research was collected by selecting sample in population. The affordable population in this study was all Employee Indonesian Navy's Material Compliance which to 180 employees. And calculations using SPSS, then the obtained number of samples as many as 125 employees of Employee Indonesian Navy's Material used as sample frames in this study. Data collection used for this research is descriptive statistics and inferential statistics.

4 RESULT AND DISCUSSION

The results of the first hypothesis testing can be concluded that there is a positive relationship between transformational leadership with Professionalism, where the correlation coefficient of 0.266 yield $t_{count} = 3,03$ greater than $t_{table} = 2.62$ at $\alpha = 0.01$. The conclusion shows that the higher the Transformational leadership, the higher the Professionalism.

The correlation between transformational leadership and Professionalism indicates its effectiveness, either through product moment correlation or partial correlation. The results of this analysis provide clues that transformational leadership is one of the main factors contributing to Professionalism. From the results it can also be interpreted that the increase in transformational leadership will provide a significant contribution to Professionalism. This is consistent with the opinion (Afsar, F. Badir, & Bin Saeed, 2014; Niessen et al., 2017, 2017; Yukl, 2010) explained that a transformational leader can make employees more confident and motivate their employees to be more professional: With transformational leadership, the followers feel trust, admiration, loyalty, and respect toward the leader, and they are motivated to do more than they originally expected to do. According to Bass, the leader transforms and motivates followers by making them more aware of the importance of task outcomes, inducing them to transcend their own self-interest for the sake of the organization or team, and activating their higher-order needs With transformational leadership followers or employees feel trust, admiration, loyalty and respect for leaders and they are motivated to deliver expected performance above their original performance.

According to the discussion in the previous sub-chapter of the discussion, according to Bass the transformational leader will be able to change and motivate the employees below to realize the importance of producing maximum performance, encouraging employees to think beyond personal interests in the interests of the organization and forming professional attitudes of employees..

5 CONCLUSIONS

The result of analyses and interpretation of the data indicate that: Leader-Member Exchange (LMX) is positively related to performance. This means that an increase in Leader-Member Exchange (LMX) has a relationship with the performance of the staff of the Education Office of Banten Province.

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