

ABSTRACT

Habsari, Anggun Nur. 2012. Relationship of Transformative Leadership With Work Motivation at PT State Electricity Company (PLN) Persero Malang Area. Thesis. Faculty of Psychology State Islamic University of Maulana Malik Ibrahim Malang

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Transformative leadership is a leadership capable of controlling, managing, guiding and directing others to changing for the better and more innovative to reach a certain target is marked by four characteristics, namely charismatic, inspiration, intellectual stimulation and sympathy. Work motivation is an urge to control, direct and manage a positive behavior to achieve organizational goals consists of three factors: the basic needs, office and existence. Both variables were very closely linked in an organization. Leadership of a person in an organization or company related with spirite of employee. Leadership style which displayed a transformative leader is expected to increase the motivation of subordinates to achieve optimum work. It is therefore necessary that a transformational leadership style of leadership style that gained recognition for its usefulness in facing the changes, both internal and external changes, in other to improve the motivation of subordinates in its performance (Ancok, 2005).

Formulation of the problem in this study is there a any relationship between transformative leadership and motivation of employees working in PT. PLN (Persero) Malang Area. So the purpose of this study was to determine to known a positive significant relationship between transformative leadership and motivation of employees working in PT. PLN (Persero) Malang Area.

This study is a correlational quantitative research with transformative leadership as the independent variable and motivation as the dependent variable. Product moment correlation technique is used to test the positive relationship between the level of motivation to work with transformative leadership. Then categorize the level of transformative leadership with motivation to work by determining the mean and standard deviation is notified first, then do the analysis of the percentage. The study subjects were employees at PT. PLN (Persero) Malang area, amounting to 94, and taken a sample of 60 employees by using purposive sampling technique. This study uses two scales as a measure, namely the scale of transformative leadership and work motivation scale developed by the researchers in the form of Likert scale, amounting to 24 aitem.

The results showed 10 employees (16.67%) high rate of transformative leadership, 42 employees (70%) rate was transformative leadership, and 8 employees (13.33%) lower rate of transformative leadership. Then there were 10 employees (16.67%) felt that high motivation to work, 41 employees (68.33%) feel the motivation was, and 9 employees (15%) felt that low motivation. Based on the results of product moment analysis found that there is a positive relationship between transformative leadership and motivation working with $r = 0.574$ $p = 0.000$, meaning that the higher the level of transformative leadership, the higher the level of employee motivation.