Influence Transformational Leadership and Work Motivation on the Performance of Village Apparatus at the Waekeccee Village Office Subdistrict Lappariaja, Bone Regency

Nasrullah, Andi Jam'an, Moh. Aris Pasigai, Yuzril
aris.pasigai@unismuh.ac.id
Muhammadiyah University of Makassar

Keywords:	Abstract
leadership transformational, motivational work, performance	Study This aims to know and analyze the influence of Leadership Transformational and Motivational Work on Apparatus Performance Village at the Village Office Waekeccee Subdistrict Lappariaja Bone Regency. The type of research used is that is a quantitative study method with data collection technique uses distributed questionnaires to respondents and population in the study. This is the apparatus Village at the Village Office Waekeccee Subdistrict Lappariaja Bone Regency. The analysis method used in this study is multiple linear regression analysis. Then the data obtained Then processed through application or Statistical Package For The Social Science (SPSS) software version 25. Research results This shows that transformational and motivational leadership variables Work has a positive and significant influence on apparatus performance in the office Village Waekeccee Subdistrict Lappariaja Bone Regency

1. Introduction

Human resources (HR) play a major role in the activities of organizations or government agencies. Even though organizations or government agencies may have extensive facilities, infrastructure, and financial resources, human resources are crucial for the success of every activity. Activities will not be carried out effectively without the support of competent and trustworthy human resources. One critical aspect of human resources in an organization or agency is its employees. Employees are the most significant factor in determining how far a business or agency can progress.

The success of an organization, company, or government agency is greatly influenced by its human resources. Many organizations and government agencies recognize that the human element can provide a competitive advantage. Their goal is to design new methods and strategies, making human resources essential for implementing organizational strategies. With effective human resources, high-quality work results that meet the expectations of organizations or agencies

can be achieved. Both individual employees and groups within an organization or agency can perform well and contribute to achieving the organization's goals.

A worker or employee is someone who works for an employer under a written or unwritten agreement to perform tasks in a specific position or activity, with compensation provided based on a set period, conditions for completing the work, or other terms set by the employer. Employees are the most influential assets of an organization. It is crucial to ensure alignment between employees and the organization. Leadership plays a vital role in the decision-making process, providing direction for agency policies and aligning them with organizational goals.

According to Ansory, Al Fadjar, and Indrasari (2018: 208), "performance is the result of work in terms of strength and quality achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them." Improving employee performance significantly impacts the progress of an organization or government agency in achieving its goals. Therefore, every

government agency strives to enhance the performance of its employees to achieve its objectives and fulfill its mission. High-performing employees contribute to increased overall productivity. One obligation for companies or government agencies to achieve their goals is to provide work motivation to employees who have the potential to improve performance. Motivated employees exhibit characteristics and qualities that enable them to fulfill their responsibilities successfully. Employees are more likely to be diligent and engaged if they find enjoyment and connection in their work.

According to Pribadi (2019), motivation is the hope that drives someone to work as effectively as possible to achieve a goal. Hasibuan (2018) defines work motivation as the provision of driving force that creates enthusiasm for work, encouraging individuals to work together, work effectively, and apply all their efforts to achieve satisfaction. Motivation is an inner drive to achieve a goal and generates energy directed towards achieving desired results. Motivation is also the driving force behind the success of an organization, including government organizations that rely heavily on motivation.

A crucial aspect in realizing the vision and mission of a village office and achieving the desired results is the role of the village head. The village head is the leader of the village office and is responsible for everything that occurs within it. Therefore, the village head must possess a leadership style that effectively guides, directs, and influences employees or subordinates to work together towards achieving the agency's goals. The village head also manages and nurtures the community and other resources, motivates them, and helps coordinate efforts to create an efficient process for achieving development goals. The progress of the village office depends on the effectiveness of the village head's role. The village head must also strive to manage all office activities as efficiently as possible to ensure that the office achieves its goals.

According to Hidayat (2018: 143), a leadership style is a pattern of behavior designed to influence subordinates to maximize their performance and achieve organizational goals. This includes motivating employees to enhance productivity. Yukl (2019: 107) describes transformational leadership as a leadership style that inspires employees to develop self-trust, pride, loyalty, and respect for their leader, and motivates them to exceed expectations.

In the relationship between leaders and their subordinates, employees are more likely to perform better when the leader's approach aligns with their expectations. Employees are not solely motivated by financial incentives; other factors can also enhance job satisfaction and increase motivation. The role of human resources today is crucial for developing community welfare and achieving the vision and mission set by the Waekeccee Village Office. Thus, the Waekeccee Village Office must preserve, improve, and develop its human resources as valuable assets. To exemplify good governance in Waekeccee Village, government administration must respond to and meet the needs of village residents, ensuring optimal services in the era of autonomy.

Despite being led by a competent and firm village head, the Waekeccee Village Office still faces issues such as ineffective leadership style, lack of control over employees, suboptimal service, and low employee performance. Improving employee work motivation and the village head's role in motivating staff is crucial for enhancing performance and achieving organizational goals. Given the importance of improving human resources quality, stakeholders must actively encourage both internal and external agency performance. This study focuses on the influence of transformational leadership and work motivation. Based on the issues at the Waekeccee Village Office, researchers are motivated to investigate the title: "The Influence of Transformational Leadership and Work Motivation on the Performance of Village

Apparatus at the Waekeccee Village Office, Lappariaja District, Bone Regency."

2. Literature Review
2.1 Human Resource Management

Human resource management (HRM) is crucial for developing employees to achieve both individual and organizational goals. According to Hasibuan (2019), HRM is both the science and art of managing workforce relationships and roles to ensure effectiveness and efficiency in helping realize the goals of the company, employees, and society. Larasati (2018) emphasizes that HRM is a continuous process that supplies an organization with the right people for the right positions, while Hamali (2018) describes HRM as a strategic approach to managing skills, motivation, and development within an organization.

Prasadja Ricardianto (2018) further defines HRM as a method of managing workforce relationships and roles efficiently and effectively to optimize shared goals among the company, employees, and society. This reflects the importance of collaboration in achieving organizational objectives by leveraging the strengths of others. Herman Sofyandi, as cited in R. Supomo and Eti Nurhayati (2018), views HRM as a strategy that encompasses planning, organizing, leading, and controlling HR functions—such as recruitment, selection, performance appraisal, and compensation—to enhance the productive contribution of human resources in achieving organizational goals.

Zainal (2018) also emphasizes that HRM involves managing labor resources efficiently to maximize joint objectives. HRM addresses issues related to employees, managers, and other workers to support organizational activities and achieve predetermined goals. The quality of human resources, indicated by education, training, and skills, plays a crucial role in achieving high performance. Competence, defined as a combination of skills, knowledge, and abilities, is essential for effective job performance.

HRM is vital in both business organizations and government agencies, as it explains how human resources are managed to align with company strategies. In today's context, HRM must adapt to technological advancements, requiring individuals who are technologically savvy, adaptive, and responsive to changes. Integrity becomes crucial in such competitive environments, as human resources significantly influence decision-making processes. HRM, therefore, involves planning, organizing, leading, and controlling activities related to job analysis, evaluation, development, and more, as outlined by Mutiara S. Pangabean (2018). In summary, HRM focuses on maximizing employee capabilities through strategic steps to enhance performance and achieve organizational goals efficiently and effectively.

2.2 Transformational Leadership Style

Etymologically, leadership originates from the word "lead," which, when affixed, becomes "leadership." Leadership involves the relationship between the obedience of subordinate followers and the influence of authority. According to Busro (2018:226), leadership style is a consistent pattern of behavior exhibited by leaders when influencing others. Fahmi (2021:15) defines leadership as a science that comprehensively studies how to direct, influence, and supervise others to carry out tasks according to planned instructions. A leader's style significantly impacts the performance of employees or subordinates. In simple terms, leadership is the process of persuading others to work together towards achieving common goals within an organization.

Various factors contribute to the success or failure of an organization, with leadership being a key element. Every leader has a unique strategy or style to manage the organization's rhythm and regulate how employees work, with the ultimate goal of achieving collective objectives that have been previously agreed upon. When a leader can create a work environment and culture that fosters growth, improvement, and employee development, they

are considered successful because they can act as both a creator and motivator for their subordinates. To achieve set goals, a leader must possess the ability to positively influence their employees to carry out assigned tasks.

Transformational leadership is a leadership style that inspires employees to work towards the organization's vision and mission by demonstrating high ideals and values, thereby building trust in the leader. This leadership style focuses on cultivating qualities such as vision, shared values, and ideas to foster strong connections, impart deeper meaning to activities, and facilitate smoother change processes. When leaders can directly interact with employees during decision-making, rather than navigating through a complex bureaucratic structure, transformational leadership is more likely to succeed.

Jufrizen (2020) describes transformational leadership as a type of leadership that motivates followers toward established goals by clarifying roles and task demands. Bashori (2019) adds that transformational leadership inspires followers to transcend personal interests for the greater good, providing individualized intellectual stimulation and possessing charisma. This style of leadership is also referred to as charismatic leadership, as it is based on a leader's vision that can transform individuals or employees (Khan et al., 2020:3).

From these perspectives, it can be concluded that transformational leadership significantly influences employee behavior and performance. This is because a leader who consistently pays attention to, encourages, and motivates employees will make them feel valued and motivated to perform their tasks well, thereby enhancing their performance.

Characteristics of Transformational Leadership: According to Khoirusmadi in Santoso and Sulastri (2018), several characteristics define transformational leadership within an organization. These include a shared organizational consciousness, prioritization of organizational interests over personal ones, and the active participation of followers.

Indicators of Transformational Leadership: At its core, transformational leadership is about influencing others. Bass and Avolio (2020) identify four dimensions of transformational leadership: Idealized Influence (where leaders inspire admiration, respect, and trust), Inspirational Motivation (where leaders articulate clear expectations and commitment to organizational goals), Intellectual Stimulation (where leaders foster new ideas and solutions, encouraging innovation), and Individualized Consideration (where leaders attentively listen to subordinates and address their career development needs).

2.3 Work motivation

Motivation plays a crucial role in organizational management, as it is essential for members of an organization to be motivated to achieve goals effectively and efficiently. An individual's behavior, whether at school, work, or in other aspects of life, is influenced by their level of motivation within the organization. Motivation is driven by the realization of ideas and living a life that aligns with one's role and functions, reflecting an appreciation for one's abilities. According to Ismail (2018:41), motivation is an impulse that drives people to act. This impulse can stem from internal factors (intrinsic motivation) or external factors (extrinsic motivation). Intrinsic factors are the life values that individuals genuinely embrace, while extrinsic factors include career aspirations, salary, bonuses, and societal recognition.

Hasibuan (2020) describes work motivation as the driving force that generates enthusiasm for work, encouraging individuals to collaborate, work effectively, and integrate their efforts to achieve satisfaction. Raharjo (2019:154) relates motivation to the level of effort a person exerts to pursue a goal. Similarly, Zainal, VR, et al. (2018:607) define motivation as a series of attitudes and values that influence individuals to achieve specific objectives. In any organization, leaders or managers rely heavily

on motivation to accomplish tasks and achieve set goals. Motivation is key to encouraging subordinates to put forth their best efforts, using their skills and abilities to help the organization succeed. Companies or government agencies not only seek competent and skilled employees but also those who are motivated to achieve the best possible outcomes. Work motivation is a condition that fosters specific employee behaviors, particularly in organizational and work environments.

Motivation is often linked to success or failure in education and the workplace. It serves as the driving force that energizes individuals to work, especially when their expectations are met. Setiana (2019:160) states that work motivation generates enthusiasm for work by guiding behavior, driving effort, and making significant contributions to organizational success. According to Ajabar (2020:39), work motivation directs workers' energy and potential, encouraging them to collaborate and perform well to achieve organizational goals. In summary, motivation is an internal or external impulse that drives individuals to act in ways that they believe will bring them satisfaction or fulfillment.

According to McClelland, as cited in Irham Fahmi (2018:100), motivation can stem from internal or external sources. It is ideal for both sources to work together to drive a person's motivation. Motivation manifests in two basic forms: extrinsic motivation, which comes from external factors, and intrinsic motivation, which comes from within an individual or group. Hasibuan, as cited in Rani Kurniasari (2018:33), identifies two types of motivation: positive motivation, where managers reward good performance to boost morale, and negative motivation, where managers use punishment to address poor performance. While the latter may increase morale in the short term due to fear of punishment, it can have negative long-term effects.

Hasibuan (2018) outlines several goals that can be achieved through motivation, including increasing employee morale and job satisfaction, enhancing productivity, maintaining stability, improving discipline, facilitating recruitment, creating a positive working environment, boosting loyalty, creativity, and participation, improving welfare, increasing responsibility, and enhancing resource use efficiency. Furthermore, Hasibuan, as cited in Febrianti, NR (2019), identifies five motivational indicators: physical needs, such as providing a decent salary and allowances; security and safety needs, like offering workplace safety facilities; social needs, such as fostering teamwork; esteem needs, by recognizing and rewarding abilities and skills; and self-realization needs, which involve helping employees reach their full potential.

2.4 Performance

Understanding Performance According to Mangkunegara (2021:67), performance is the outcome of work in terms of quality and quantity achieved by an employee while fulfilling their duties according to the responsibilities assigned to them. Ansory (2018:213) defines performance as the overall success level of an individual during a specific period when carrying out tasks, measured against standards, targets, objectives, or criteria that have been pre-determined and agreed upon.

Fahmi (2018:2) states that performance is the result obtained by an organization, whether it is profit-oriented or non-profit-oriented, over a certain period. Hasibuan (2018) describes performance as the result of work achieved by a person based on their skills, efforts, and opportunities. Edison, Anwar, & Komariyah (2018:91) add that employee performance is the outcome of a process that is evaluated over a specific time frame according to previously established provisions or agreements. Jayanti & Syamsir (2018) emphasize that performance involves carrying out activities and fulfilling them in line with one's responsibilities to achieve expected results. Performance is the outcome of individual or group abilities based on responsibility, skills, experience, sincerity, awareness, and time.

Performance Goals Beyond setting benchmarks for the success of a company or government agency in achieving its goals, performance also aims to evaluate the results of tasks assigned to officers or employees. Performance is geared towards developing strategies that a company must follow to achieve higher objectives.

According to Lijan Poltak Sinambela (2018:503-504), employee performance goals include: managing human resources to achieve organizational goals, providing general direction for the company, serving as an inspiration, outlining individual responsibilities, helping define performance expectations or targets, establishing a framework for supervisors, relating to specific achievements within a certain period, encouraging employees to take initiative to improve performance, and being broad in scope. Therefore, the purpose of performance evaluation is to maximize the goals of an organization, government agency, or company, and to find solutions to individual or collective challenges.

Performance Indicators Wilson Bangun (2018:233-234) identifies four key performance indicators for employees: 1) Quality of work, which requires employees to meet specific criteria to produce work according to the required quality standards; 2) Punctuality, recognizing that different jobs have different time requirements and that some tasks must be completed on time due to dependencies on other tasks; 3) Presence, which mandates that employees attend work according to the specified time; and 4) Collaboration ability, acknowledging that not all tasks can be completed individually and may require teamwork between employees.

3. Research Methods

The type of research used in this study is quantitative research. According to Sugiyono (2019:17), quantitative research methods are based on the philosophy of positivism. These methods are employed to investigate specific populations or samples, using research instruments to collect data. The data is then analyzed quantitatively or statistically with the aim of testing pre-determined hypotheses.

The research will be conducted at the Waekeccee Village office, located in Waekeccee, Lappariaja District, Bone Regency. The research is planned to take approximately two months, from March to April 2023.

In terms of data types and sources, this study employs quantitative data, which aims to understand ordinal data obtained from questionnaire results, translated using a Likert scale. The data sources include primary data, which is obtained directly from the company through observations and interviews with leaders or employees, and secondary data, which consists of written material related to this study.

The population in this study includes all village officials at the Waekeccee village office, totaling 30 respondents. This group consists of 5 hamlet heads, 5 RT heads, 9 BPD members, 1 village secretary, 1 security officer, 5 general staff, 1 head of government, 1 head of welfare, 1 head of law planning, and 1 financial officer. A sample is a part or representative of the population to be studied. According to Arikunto (2019), if the population is less than 100, the researcher can use a saturated sample. In this case, the sample includes all 30 respondents.

Sugiyono (2018:224) explains that data collection can be obtained through observations, interviews, documentation, and triangulation. This study employs three data collection techniques: observation, which involves direct observation of the research object; questionnaire, which involves giving respondents a set of questions or written statements to answer; and documentation, which involves collecting and analyzing documents, whether written, illustrated, or electronic.

The operational definition of variables in this study includes independent variables such as transformational leadership (X1), which significantly influences employee behavior and performance. The indicators of transformational leadership include idealized

influence, inspirational motivation, intellectual stimulation, and individualized consideration. Another independent variable is motivation (X2), which is an internal urge that drives a person to act in a way that satisfies or fulfills their needs. The indicators of motivation include physical needs, security and safety needs, social needs, and the need for recognition. The dependent variable (Y) in this study is performance, which is defined as the work results produced by an individual or group based on responsibility, skill, experience, sincerity, and awareness. The performance indicators include quality of work, punctuality, presence, and collaboration ability.

The data analysis methods used in this research include test instruments, such as validity tests and reliability tests. The validity test measures whether a questionnaire is valid by comparing the calculated r-value with the r-table value. If the calculated r is greater, the item is valid. The reliability test shows the extent to which measurement results can be trusted; a questionnaire is considered reliable if the responses are consistent over time.

Multiple linear regression analysis is used to determine the effect of more than one independent variable on a dependent variable. The model is represented by the equation $Y = a + \beta 1 X 1 + \beta 2 X 2 + e$ Y=a+$\beta 1$ X 1 +$\beta 2$ X 2 +e, where Y is performance, $\beta 1$ $\beta 1$ and $\beta 2$ $\beta 2$ are regression coefficients, X_1 is transformational leadership, X_2 is work motivation, and e is the error term.

Classic assumption tests include the normality test, heteroscedasticity test, and multicollinearity test. The normality test assesses whether the residuals have a normal distribution using the Kolmogorov-Smirnov formula, where data is normally distributed if the significance is greater than 0.05. The heteroscedasticity test checks for variance inconsistencies in residuals using the scatter plot method, with no pattern indicating no heteroscedasticity. The multicollinearity test determines whether there is a correlation between independent variables using VIF and Tolerance values, with VIF values less than

10.00 and Tolerance values more than 0.10 indicating no multicollinearity.

Hypothesis testing involves the coefficient of determination (R^2), which measures the contribution of independent variables to the variation of the dependent variable. A value close to 1 indicates that the independent variables explain almost all the variation in the dependent variable. The partial test (t-test) determines the effect of each independent variable on the dependent variable by comparing the calculated t with the t-table. If the t-value is greater than the t-table value and the p-value is less than 0.05, the hypothesis is accepted.

4. Research and Discussion
4.1 Research result

Object study in study This that is leadership transformational and motivational to performance apparatus Village whereas analysis study This is office Village Waekecce'e subdistrict lappariaja .

a. Data Description

The data in this research was obtained or obtained through distributing questionnaires directly to respondents, while the number of questionnaires distributed or distributed was 30 questionnaires, carried out in 2023. And of the total questionnaires that have been distributed again and can be processed, there are 30 questionnaires.

Table 4.1 returned questionnaires

No	Information	Amount
1	Questionnaires distributed	30
2	Returned questionnaire	30
3	Questionnaire that can processed	30

Descriptive Respondent

Respondents used in study This is all over apparatus Village at the Village Office Waekeccee . based on 30 questionnaires that can be processed so obtained information description respondents who can seen in the table following:

1) Age or age

Based on questionnaire that has been shared and have back , to more clear Can seen in the table following:

Table 4.2 description respondents based on age or age

No	Age	Amount
1	21-30 years old	7
2	31-50 years old	23
	Total	30

Source : Primary Data

Table response characteristics based on age or age datas, shows that age level from 21-30 years totaling 7 respondents and ages from 31-50 years as many as 23 respondents and the total respondents totaling 30 people accordingly samples in research This.

2) Type Gender

Type genders respondents in the study This can be shared or grouped into two , namely group men and groups female, for more clear Can seen in the table following This :

Table 4.3 description respondents based on type Gender

No	Type Gender	Amount
1	Man	26
2	Woman	4
	Total	30

Source : Primary Data

Table characteristics respondents based on type Gender on show that respondents manifold Gender man is as many as 26 respondents and respondents manifold Gender Woman as many as 4 respondents, total whole respondents as many as 30 people are suitable samples in research This.

3) Level of education

Based on questionnaire that has been shared and have return can is known level education , for more clear Can seen in the table following:

Table 4.4 description respondents based on level education

No	Education	Amount
1	SMA/SMK	16
2	S1	14
	Total	30

Source : Primary Data

Table on show that level education final in high school/vocational school as much as or totaling 17 people, and 13 people were promoted undergraduate education. Amount whole respondents as many as 30 respondents in accordance with sample study This .

b. Variable description

Data collection begins held with spread questionnaire . And inside study this is what happened respondents there is as many as 30 officers Village at the Village Office Waekeccee.

1) Leadership transformational (X1)

Based on the data obtained from apparatus Village through questionnaire, obtained description of the question item about leadership transformational as following :

Table 4.5
Description variable leadership transformational

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	30	3	5	4.40	,814
X1.2	30	3	5	4.63	,615
X1.3	30	2	5	3.23	,728
X1.4	30	3	5	4.50	,572
X1.5	30	2	4	3.03	,669
X1.6	30	3	5	3.70	,750
X1.7	30	2	5	3.80	,847
Valid N (listwise)	30				

Source : Data processed 2022

From table on can concluded as following This:

1. Leaders are role models or role models in the agency. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 3, Mean 4.40 and Std. deviation of 0.814.

2. The leadership motivates me to work better. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 3, Mean 4.63 and Std. deviation of 0.615.

3. The leader raises my enthusiasm to do the job. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, Mean 3.23 and Std. deviation of 0.728.

4. Leaders always emphasize the importance of goals and commitment in work. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 3, Mean 4.50 and Std. deviation of 0.572.

5. Leader I gave very important advice for I's self-development. From this answer statement, respondents with a maximum weight of 4 and a minimum weight of 2, Mean 3.03 and Std. deviation of 0.669.

6. Leaders encourage I to always be innovative in completing work. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 3, Mean 3.70 and Std. deviation 0.750.

7. My leader always participates with his employees to achieve the desired goals. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, Mean 3.80 and Std. deviation of 0.847.

2) Motivation work (X2)

From the data obtained from apparatus village through questionnaire that has been determined , obtained description of the question item about motivation Work as following :

Table 4.6 Description variable motivation Work

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	30	2	4	2.60	,724
X2.2	30	2	5	3.20	,610
X2.3	30	2	5	3.23	,774
X2.4	30	2	5	3.90	,885
Valid N (listwise)	30				

Source : Data processed 2022

From table on can concluded as following This :

1. I feel that my dedication while working in the office is recognized by my superiors. From this answer statement, respondents with a maximum weight of 4 and a minimum weight of 2, mean 2.60 and Std. deviation of 0.724.

2. I receive a sufficient salary according to the lack of answers to the work given to me. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, mean 3.20 and Std. deviation of 0.610.

3. I always have good relations with fellow employees or other officials. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, mean 3.23 and Std. The deviation is 0.774.

4. The agency has created safe work space

conditions. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, mean 3.90 and Std. The deviation is 0.885.

3) Apparatus performance Village (Y)

Based on the data obtained from apparatus Village through questionnaire, obtained description of the question item about performance apparatus Village as following :

Table 4.7
Description variable performance apparatus

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y.1	30	2	4	2.93	,691
Y.2	30	2	5	3.50	,731
Y.3	30	2	4	2.80	,805
Y.4	30	2	5	4.03	,809
Y.5	30	2	5	3.67	,922
Valid N (listwise)	30				

Source : Data processed in 2022

From table above is concluded as following This :

1.   1. I always carry out tasks according to the quality desired by the agency or company. From this answer statement, respondents with a maximum weight of 4 and a minimum weight of 2, Mean 2.93 and Std. deviation of 0.691.
2.   2. I don't like delaying the work I am given. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, Mean 3.50 and Std. deviation of 0.731.
3.   3. I always finish my work on time. From this answer statement, respondents with a maximum weight of 4 and a minimum weight of 2, Mean 2.80 and Std. deviation of 0.805.
4.   4. I am always open to other people's differences. From this answer statement,

respondents with a maximum weight of 5 and a minimum weight of 2, Mean 4.03 and Std. deviation of 0.809.
5.   5. My attendance level is high while working here and in accordance with the specified working hours. From this answer statement, respondents with a maximum weight of 5 and a minimum weight of 2, Mean 3.67 and Std. deviation of 0.922.

c.   Instrument Test study
1)   Validity test

Validity test is something tools used For measure and know legitimate or whether it is valid or not statement inside something questionnaire . From the data obtained in study This is the result testing the validity of the instrument shows as following This:

Table 4.8 validity test results leadership transformational and motivational to performance apparatus Village

Variable	Items	R count	R table	Information
	X1.1	0.474	0.361	Valid
	X1.2	0.370	0.361	Valid
	X1.3	0.568	0.361	Valid
	X1.4	0.597	0.361	Valid

Leadership Transformational (X1)	X1.5	0.766	0.361	Valid
	X1.6	0.743	0.361	Valid
	X1.7	0.752	0.361	Valid
Motivation Work (X2)	X2.1	0.662	0.361	Valid
	X2.2	0.863	0.361	Valid
	X2.3	0.835	0.361	Valid
	X2.4	0.753	0.361	Valid
Performance (Y)	Y.1	0.871	0.361	Valid
	Y.2	0.826	0.361	Valid
	Y.3	0.661	0.361	Valid
	Y.4	0.817	0.361	Valid
	Y.5	0.744	0.361	Valid

Source: Data Processing Results SPSS Version 25

From table on seen that all over or all statement on each variable declared valid. This matter proven he obtained mark coefficient calculated r correlation > 0.361. The r table value of 0.361 was obtained from formula df =(N-2) where df =(30-2).

2) Reliability Test

For look for reliability of the instrument used technique from cronbach in research This with use tool help SPSS data processing . And more he explained Can served reliability test results with table following :

Table 4.9 reliability test results leadership transformational and motivational to performance Apparatus Village

Reliability Statistics			
Variable	Cronbach's Alpha	N of items	Information
Leadership transformational (X1)	0.720	7	Reliable
Motivation (X2)	0.768	4	Reliable
Performance (Y)	0.834	5	Reliable

Source: results SPSS 25 data processing

Reability test results as in the table above show that Cronbach Alpha variables X1, X2 and Y are more big from 0.60 so can declared reliable. From the results process the data above Can seen that mark Crobach's Alpha for variable X1 is 0.720, variable X2 is 0.768, and variable Y is 0.834. This value more big of 0.60. It said it's reliable because own mark more cronbach's alpha big from 0.60 so worthy done testing hypothesis study .

d. Assumption Test Results Classic
1) Normality test results

Normality test done For test is in a regression model variable dependent and independent have normal distribution or No .

Good regression model is normal data distribution or close to normal.

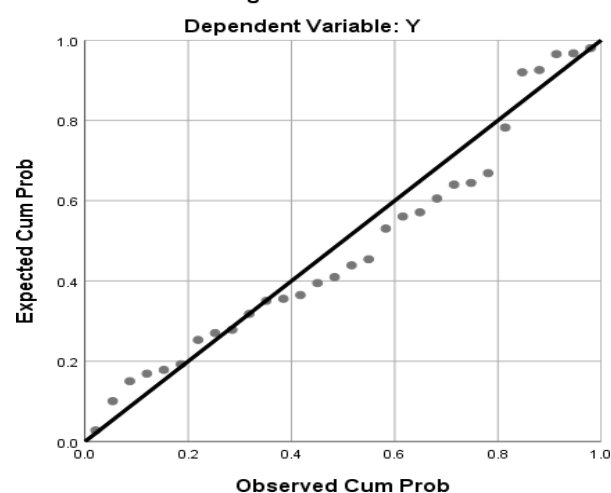Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y

Figure 4.2 normality test results

From figure 4.2 above can seen normal graph P-Plot, shows that point spread around diagonal lines and spread point following the diagonal line, and this show that regression model fulfil assumption normality .

2) Multiple Linear Regression Test

Multiple linear regression model is something illustrative equation connection between two or more variable free and one variable not free. For know how much big influence Leadership Transformational and Motivational Work on Apparatus Performance Village on Village Waekecce'e , you can is known through recapitulation results multiple linear regression on collected research data Good variable bound (Y) or variable free (X). Based on research data all variable entered , completion multiple linear regression done with processed data in research with using SPSS version 25 can seen in the table following This :

Table 4.11
Results analysis multiple linear regression

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,818	3,743		-.486	,631
	X1	,457	,157	,456	2,910	,007
	X2	,485	,208	,365	2,328	.028
a. Dependent Variable: Y						

Source : results SPSS version 25 data processing

Equation model results multiple linear regression can seen from table on namely Unstandardized Coefficients as following :
Y = a + β1X1 + β2X2

Y = -1.818+0.457 X1 +0.485 X2
Where are :
X1 = Leadership transformational
X2 = Motivation Work
Y = Apparatus performance Village
a = Constant value
b = direction coefficient regression
From Eq on so show that :
- a = -1.818 is mark constant , if leadership transformational (X1) and motivation work (X2) = 0, then performance apparatus (Y) is of -1.818.
- β1 = Magnitude coefficient regression leadership transformational (X1) of 0.457. This matter show with increasing variable leadership transformational (X1) then will increase variable performance (Y) of 0.457.
- β2 = Magnitude coefficient regression motivation work (X2) is 0.485. This show with increasing variable motivation work (X2) then will increase variable performance (Y) of 0.485.
- With thereby can stated variable leadership transformational (X1) and motivation work (X2) has influence positive to variable performance apparatus (Y).

| e. Hypothesis testing | 1) T Test (Partial) |

Table 4. 12 partial test results (t test)

Coefficients [a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1,818	3,743		-.486	,631
X1	,457	,157	,456	2,910	,007
X2	,485	,208	,365	2,328	.028
a. Dependent Variable: Y					

Source : results SPSS version 25 data processing

Based on results data processing with You can use the SPSS version 25 program seen in the table above , shows that variable leadership transformational (X1) has an effect positive or Good to performance with calculated t value of 2.910 and the t table value of 2.084, then calculated t value > t table (2.910> 2.048) and value significant t table more small of 0.050 (0.007<0.050) as well variable motivation work (X2) has an effect positive to performance with the calculated t value is 2.328 and the t table value of 2.084, then calculated t value > t table (2.328> 2.048) and value significant t table more small of 0.050 (0.028<0.050). So can is known stated hypothesis leadership transformational and motivational Work influential positive and significant to performance can accepted.

2) Determination Test (R ^{2})

Testing This used For count big contribution variable free to variable bound , increasingly tall coefficient determination , then the more tall ability variable free in explain variation changes to variables bound . Results obtained from data processing with using SPSS version 25 as following :

Table 4.13 results coefficient of determination test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.714 [a]	,510	,474	2,237
a. Predictors : (Constant), X2, X1				

Source : results SPSS version 25 data processing

From table on that R= 0.714. The data shows that the influence of X1 and X2 is strong So This means that variables X1 and X2 have influence strong to variable Y is 51.0 which illustrates facts in place study . Whereas the rest as big as or with a value of 49.0 does not explained in study This .

4.2 Discussion

Objective from study This is For know How performance Apparatus Village at the Village Office Waekecce'e influenced by leadership transformational and motivational . Study This obtained with spread questionnaire or questionnaire to respondents Then collect them return. and customized discussions with objective from study this.

a. Influence Leadership Transformational on Apparatus Performance Village

Based on statistical test results study This

show Leadership transformational influential positive and significant to performance apparatus Village at the office village waekeccee. Based on the data obtained from analysis multiple linear regression , value coefficient regression variable leadership transformational of 0.457 meaning enhancement mark variable leadership transformational will increase variable performance apparatus of 0.457. Study This in line with opinion study from Senain, Usrotul Hasanah (2022) stated that style leadership transformational influential positive to variable bound that is performance employee.

b. Influence Motivation Work on Apparatus Performance Village

Motivation influential positive and significant to performance Apparatus Village at the Village Office Waekecce'e . From the results of multiple linear regression tests obtained mark coefficient regression variable motivation Work equal to 0.485 meaning enhancement mark variable motivation Work will increase variable performance of 0.485. Study This in line with opinion study Geovanno Harland Goni, Wilfried S. Mannopo, Joula J. Rogahang (2021) who stated that motivation Work influential in a way significant and influential positive to employee . From the T test results are obtained mark significant variable leadership transformational (X1) of 0.007 and variable motivation work (X2) of 0.028 shows the t table more small from 0.05 so concluded leadership transformational (X1) and motivation work (X2) has an effect positive and significant to performance apparatus (Y) in the office village waekeccee subdistrict lappariaja bone district .

From the determination test obtained The R value is 0.714. This value show that variable leadership transformational and motivational Work own strong relationship to performance with base taking decision that mark level connection from 0.60-0.799 is said own strong relationship, then stated that leadership transformational and motivational Work own strong influence and relationships to performance in the office village waekeccee.

From the statistical test results obtained comparison between variable leadership transformational and motivational Where do you work variables that provide more contribution big to performance is variable motivation Work with mark contribution that is amounted to 0.485 whereas variable leadership transformational with mark contribution made to performance that is of 0.457. From the results comparison concluded enhancement performance apparatus or employee in the office village influential waekeccee more big between variable leadership transformational and motivational Work is variable motivation Work.

5. Closing
5.1 Conclusion

Based on results analysis research that has been explained and presented in the chapter previously so withdrawn conclusion that :

a. Based on results testing hypothesis prove that variable Leadership Transformational have influence positive to variable performance . In meaning show the more Good or Good leadership existing transformational so the more good performance too employees produced .

b. From the results testing hypothesis prove that variable motivation Work own or have influence positive to variable performance . In meaning that the more Good or Good motivation Work so the more good performance too the resulting apparatus.

5.2 Suggestion

Possible advice submitted by researchers in results study This as following :

a. Expected For leader , of course notice style leadership and more maximizing more applied Because style leadership is influential to enhancement performance .

b. How good notice method in give or in delivery motivation or directions to get it accepted with well by employees or apparatus .

c. Motivation own good influence too performance employee , then because That

should matter This still maintained or even improved more Good again so that the apparatus Village more enterprising in do and carry out not quite enough the answer he carries .

d. For increase performance employee or subordinates inside something agency or company , leadership model transformational must more improved Again so that performance employee or employees will too increase .

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