

## The Influence Of Transformasional Leadership Style, Work Stress and Work Discipline on the Performance of Employees at the Nganjuk Agricultural Service Office

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Submission date 11 Desember 2023  
Revised date 25 Februari 2024  
Accepted date 8 Maret 2024

### Abstract

**Research aim:** This For know and analyze Leadership Style Transformational , Stressful Work and Discipline Work On the Performance of Agricultural Service Office Employees Nganjuk .

**Design/ Methode/Approach:** This research uses a quantitative approach based on positivism. The data used in the research is primary data from respondents filling out questionnaires and using the SPSS application for calculations. The population used was all employees and the samples obtained were 85 samples.

**Result finding:** The results of multiple regression analysis show that Ha's test results were accepted, meaning , Leadership Style Transformational (X1), Stress Work (X2) has an effect in a way Partial influential to variable bound (Y) namely Employee Performance , however Discipline Work (X3) no show significant influence . It is hoped that this research will be useful to help agencies and can increase readers' insight and knowledge in making decisions. The results of this research indicate that Leadership Style Transformational (X1), Stress Work (X2) and Discipline Work (X3) against performance Nganjuk Regency Agriculture Service employee . In this research, the problem is only limited to predetermined variables which only discuss transformational leadership style, work stress, work discipline on performance at the Agricultural Service.

**Keywords:** Transformational Leadership Style, Work Stress, Work Discipline, Employee Performance

### 1.Introduction

Government employees is an individual appointed by an authorized official For occupy something trusted position society , has mandated qualifications in a way law , and given appropriate task with position That . Civil servants , as the foundation of state governance , it must be own strong spirit and thoroughness in arrange time . Apart from that , there are Lots work different as necessary resolved , incl making document policy For fertilizer subsidized , implementation technical ingredients the management of water , land , irrigation and expansion , as well as reporting results work performance [1]. Individuals employed by USDA in the field agriculture and development land required For fulfil not quite enough answer This

Based on the information mentioned above , no surprising If employee government who works in the Department of Agriculture need performance outside normal from force work to get it fully carry out tasks those who are related with agriculture and development land . Just that do task specifics given no Enough ;

Workers are also bound by commitments certain things that have to be done fulfilled [2]. Not quite enough answer a employee covers achieved success of the work program , compliance discipline , thoroughness in carry out duty , thoroughness in collection assignments , as well persistent in monitoring and evaluation .

However , inspection field and interviews [3] show that of workers in the agriculture and development division land Department Agriculture Not yet deploy effort maximum they in ensure effective implementation . As a result , results neither does the task show progress . Worker show lack of proficiency in carry out activity complex in a way adequate . Employee face various problem performance , including delays reporting activity individual during they Work . If performance somebody assessed based on the results it produces , then will seen quantity and quality it works . He discuss difficulty performance employee at the Department of Agriculture and said that behavior worker hinder ability they For reach adequate results . Example competence can seen by the responsible Agriculture Service employee answer on implementation technical in industry fertilizer subsidized . Regardless from impact positive or the negative , staff must distribute subsidy This in accordance with goals that have been set and with considered way appropriate for the recipient . A number big public general has state dissatisfaction they to part large process sustainability program performance staff below standard in fulfil not quite enough answer the .

Paradigmatic picture leader transformational is found in [4]what characterizes it leader as a motivating and challenging figure his subordinates For think innovative and use ability typically in all situation . Leaders who practice leadership transformational is highly valued Because they own ability lead with way more inventive and creative , all at once develop more understanding deep to follower or his subordinates . Case study [5]the Indonesian BMT association in Semarang Regency revealed that productivity worker influenced by several aspect like style leadership , level wages , and culture organization . Culture organization , compensation , and leadership transformative is element different influences productivity employee . Study This show that productivity employee can influenced , okay part or completely .

Impact stress to happiness more fast happen . Related stress with work often give rise to dissatisfaction to work somebody . Although level low stress until currently potential increase productivity , in part big worker No like matter the . In research conducted by[6] reduced performance when they experience stress Work . Research conducted by[7] find that employees of the Ministry of Manpower and the South Jakarta Transmigration Office felt it quite an impact big and profitable from stress related work .

Important for all professional For in a way strict obey code ethics moment operate task they . Individuals who show discipline own strong commitment to his obligations and exert diligent effort in finish his task . Lack of discipline refer will lose sense of responsibility answer to his job If they No worn action disciplinary . Ethos disciplined work will produce repair in business and settlement efficient work . Management apply discipline as means For foster a sense of accountability and

compliance among employees , which is achieved through determination rules and regulations mandatory explicit they obey [8].

Findings from Lots study [8] [9] [10] [11] [12] confirm that application regulations in place Work own significant impact impact positive to productivity . There is discipline Work give rise to burden enough work big , the next one impact on performance employees , so in the end give positive results .

### 1.1 Statement of Problem

Based on background behind in research , can formulated as following This :

1. What is Leadership Style Transformational influential to performance employee ?
2. is Stress Work influential to performance employee ?
3. is Discipline Work influential to performance employee ?
4. What is Leadership Style Transformational , Stressful Work , Discipline Work influential to performance employee ?

### 1.2 Research Objectives

As for goals study This is as following :

1. For know influence of Leadership Style Transformational to performance employee
2. For know influence Stress Work to performance employee
3. For know influence Discipline Work to performance employee
4. For know influence of Leadership Style Transformational , Stressful Work , Discipline Work to performance employee

## 2. Method

Methodology study This will use technique quantitative .[6] state that positivist worldview is deep fundamental foundation study quantitative . At the same time collected through survey . Device SPSS software with analysis straight to the source . Researcher employ all over population that is agricultural service instructor For determine approach sample in accordance with goals and challenges study . Approach sample This called as saturated sampling . Therefore that is , a total of 85 samples will use analysis multiple linear regression .

## 3 . Results and Discussion /Results and Discussion

### a. Validity test

Coefficient correlation of 0.180 was found when findings compared ( df ) minus 2, with sample study then ,  $85-2= 83$ .

### Test result Validity

Pertanyaan	Corrected Item – Total	R Tabel	Keterangan
X1.1	1,891	0,180	Valid
X1.2	1,811	0,180	Valid
X1.3	1,851	0,180	Valid
X1.4	1,814	0,180	Valid
X1.5	1,881	0,180	Valid
X1.6	1,824	0,180	Valid
X2.1	1,831	0,180	Valid
X2.2	1,981	0,180	Valid
X2.3	1,981	0,180	Valid
X2.4	1,816	0,180	Valid
X3.1	1,992	0,180	Valid
X3.2	1,989	0,180	Valid
X3.3	1,995	0,180	Valid
X3.4	1,825	0,180	Valid
Y.1	1,848	0,180	Valid
Y.2	1,989	0,180	Valid
Y.3	1,991	0,180	Valid
Y.4	1,828	0,180	Valid
Y.5	1,988	0,180	Valid
Y.6	1,892	0,180	Valid
Y.7	1,989	0,180	Valid
Y.8	1,995	0,180	Valid
Y.9	1,925	0,180	Valid
Y.10	1,888	0,180	Valid

Source : Processed researcher data , 2023

Based on calculation above , all items on the questionnaire have more value tall standard mark r table is then valid.

#### b. Reliability Test

##### Reliability Test Results

Variabel	Cronbach Alpha (>0,70)	Keterangan
Gaya Kepemimpinan Transformasional	0,930	Reliabel
Stres kerja	0,909	Reliabel
Disiplin Kerja	0,780	Reliabel
Kinerja Karyawan	0,892	Reliabel

Source : processed research data , 2023)

Results shown variables used can reliable , because every item in questionnaire own mark more from 70.

#### c. Normality test

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		85
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.64529307
Most Extreme Differences	Absolute	.092
	Positive	.092
	Negative	-.087
Test Statistic		.092
Asymp. Sig. (2-tailed)		.075 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

In a normal distribution it is 0.075 in the normality test tested .

**d. Multicollinearity Test**

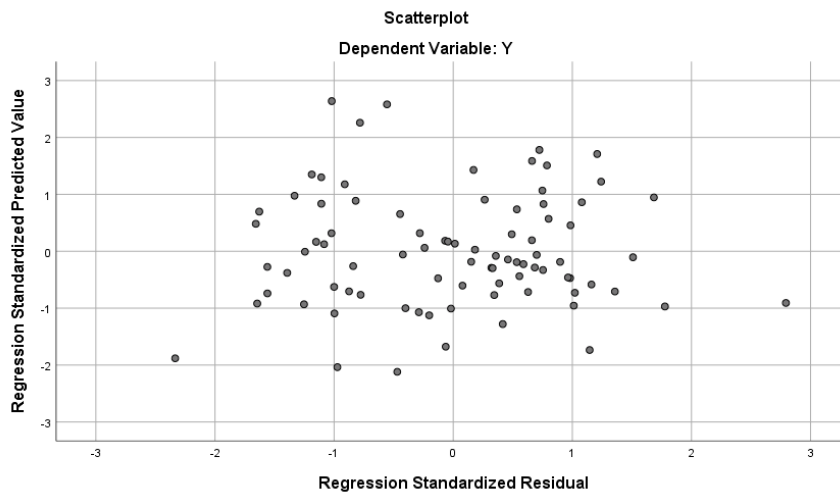
VIF and Tolerance testing results as multicollinearity test measure as following :

Model		Collinearity Statistics		Keterangan
		Tolerance	VIF	
1	(Constant)			
	Gaya Kepemimpinan Transformasional	.813	1.229	Tidak Terjadi Multikolinearitas
	Stres Kerja	.817	1.224	Tidak terjadi Multikolinearitas
	Disiplin Kerja	.992	1.008	Tidak Terjadi Multikolinearitas

Results table show VIF value in the Style variable Leadership Transformational (X1), Stress Work (X2), and Discipline Work is 12.00, 1.224, and 1.008 respectively . Therefore the X1, X2, and X3 do not show multicollinearity .

**e. Heteroscedasticity Test**

For know is scatterplot graph shows heteroscedasticity , is used heteroscedasticity test findings . Following results binding chart spread mark predictions with mark remainder :



Based on findings testing , data not show heteroscedasticity Because No There is visible patterns and dots spread to all direction .

f. Autocorrelation Test

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.852 <sup>a</sup>	.726	.716	2.694	1.775

a. Predictors: (Constant), Gaya Kepemimpinan Transformasional, Stres Kerja dan Disiplin Kerja  
 b. Dependent Variable: Kinerja Karyawan

Based on the data presented in the sample This , can concluded that No happened autocorrelation because  $du < dw < 4-du$  , namely  $1.575 < 1.775 < 2.279$ , and  $dL = 1.575$  and  $dU = 1.721$ .

Hypothesis testing

a. Multiple Linear Regression

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.373	2.378		10.669	.000
	Gaya Kepemimpinan Transformasional	.759	.101	.485	7.513	.000
	Stres Kerja	.585	.092	.409	6.357	.000
	Disiplin Kerja	.720	.091	.461	7.894	.000

a. Dependent Variable: Kinerja Karyawan

$$Y = 25.373 + 0.759 \text{ Force Leadership Transformational (X1)} + 0.585 \text{ Stress Work (X2)} + 0.720 \text{ Discipline Work (X3)}$$

Based on calculation above can concluded that Leadership Style Transformational , Stressful Work , and Discipline Work have influence to Employee Performance variable (Y). Coefficient connection the worth constant amounting to 25,373. Variable style leadership transformational (X1) with mark coefficient of 0.753 which shows positive relationship . This matter show that there

is connection One direction between second variable ; specifically every increase One Leadership Style unit Transformational (X1), with assumption all factor other remains constant , then Employee Performance (Y) increases of 0.753. The variable “ stress work ” (X2) has coefficient regression positive of 0.585. There is correlation clear positive between variable Stress Work (X2) with Employee Performance (Y). More precisely , when Stress Work (X2) increases by one units , and all variable other remains constant , then Employee Performance (Y) increases amounting to 0.585 units . Variable discipline work (X3) has coefficient regression of 0.720 shows connection positive . Based on information the relationship between discipline work (X3) with performance employee (Y) is One direction . It means If all factor other fixed , then enhancement discipline Work as big as One unit (X3) causes enhancement performance employees (Y) is 0.720 units .

**b. Coefficient of Determination (R<sup>2</sup>)**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 <sup>a</sup>	.726	.716	2.694
a. Predictors: (Constant), Gaya Kepemimpinan Transformasional, Stres Kerja dan Disiplin Kerja				
b. Dependent Variable: Kinerja Karyawan				

Coefficient determination (R<sup>2</sup>) is calculated of 0.726 or equivalent with percentage 72.6%. Findings show that the factors studied in study this , that is style leadership transformational (X1), stress work (X2), and discipline Work (X3), influential is significant against performance employee (Y), which explains 72.6% of whole results . The rest 36.4 % was caused by other factors .

**c. Partial Test (T Test)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.373	2.378		10.669	.000
	Gaya Kepemimpinan Transformasional	.759	.101	.485	7.513	.000
	Stres Kerja	.585	.092	.409	6.357	.000
	Disiplin Kerja	.720	.091	-.461	7.894	.000
a. Dependent Variable: Kinerja Karyawan						

Findings show that there were 85 incidents with k value 3, so produces 82 degrees freedom ( df ). Hypothesis alternative show Style Leadership Transformational (X1) has influence is significant by partial against Performance Employee (Y). Conclusion supported by fact that value probability X1 ( 0.000) of level significance 0.05. Value t of 6,357 more of 1,663 in value probability is 0.000 less of 0.05 variable Stress Work (X2) shows that hypothesis zero (H0) rejected and hypothesis alternative (H1) accepted . Meaning Stress Work (X2) has influence in a way partial against Performance Employee (Y). Remembering value t is 7,894, more value critical 1.663, in value probability is 0.000, yang more small of level



significance 0.05, we can reject the null hypothesis and accept. Meaning variable Discipline Work (X3) has a significant and partial influence on variable Bound Performance Employees (Y).

d. Simultaneous Test (F Test)

The following measurement results show the influence of the independent and dependent variables simultaneously as indicated by the results of the f test :

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1556.392	3	518.797	71.492	.000 <sup>b</sup>
	Residual	587.796	81	7.257		
	Total	2144.188	84			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Gaya Kepemimpinan Transformasional, Stres Kerja dan Disiplin Kerja						

Degrees of freedom variable first (df1) is k-1 i.e. 3-1 = 2. Degrees of freedom variable second (df2) is nk i.e. 85 - 3 = 82. Calculation this also applies for test simultaneous. The SPSS output results show there is a significant statistic or probability of 0.000. Apart from that value f count amounting to more than 71,492 greater than critical f value of 3.11. In simultaneous test so show that variable independent that is Style Leadership Transformational (X1), Stress Work (X2), and Discipline Work (X3) all of them influential is significant against variable bound i.e. Performance Employee. Hypothesis zero (Ho) refuted and hypothesis alternative (Ha) confirmed.

Based on results testing so hypothesis zero (Ho) rejected hypothesis alternative (Ha) accepted if tcount exceeds value ttable value probability under level significance 0.05. By because that, variable Discipline Work (X3) no influence is significant against Performance Employee (Y), despite Leadership Style Transformative (X1) and Stress Work (X2) has enough influence big. Order testing simultaneous can considered valid, then the F-count must be exceed F- table value. In referring to stress work and X3 automatically together have influence to performance employee (Y).

**DISCUSSION**

The aim of this research is to determine the comparative significance of three variables— leadership style transformational (X1), stress work (X2), and discipline work (X3)—in to employee performance (Y) and to make a relative assessment of the employee's (Y) performance. value of each variable. The questionnaire uses non-probability sampling, adopting a quantitative methodology. Concretely, this research investigates the following four hypotheses:

**Influence of Leadership Style Transformational to performance Agriculture Department employees Regency Nganjuk**

The t value is more than 7.513 greater than value critical 1.663, and value probability 0.000 more small level significance 0.05 gives proof for reject zero (H0) and accept hypothesis alternative (H1). Meaning variable Style Leadership



Transformational (X1) has influence yang significant by statistics against Performance Employees (Y). Study [4] show exists clear and favorable correlation between style leadership and performance employee . More carry on study [13] give proof that style leadership have beneficial influence to performance employee . Specifically , style leadership transformational , which prioritizes strong collaboration For reach objective performance , decent get attention special [14] give more lots of supporting data presumption that Leadership Style Transformational is factor main responsible answer on influence significant and profitable to performance employee.

### **Influence Stress Work on the Performance of Agricultural Service Employees Regency Nganjuk**

Mark t is 6,357 more of 1,663 value probability 0.000 of 0.05 for variable Stress Work (X2) shows that hypothesis zero (H0) rejected hypothesis alternative ( H1 ) accepted . It means Stress Work (X2) has influence in a way Partial on Employee Performance (Y).[6] support results this shows that stress related work own impact big and profitable to productivity . Study Manullang (2020) supports idea this shows that If executed with OK , stress Work can give influence positive and significant to performance employee . Study [15] give support more carry on to results this , with show that stress related work own impact big to performance worker service through the communication process involved in action policy .

### **Influence Discipline Work on the Performance of Agricultural Service Employees Regency Nganjuk**

Variable discipline work (X3) influential by is significant partial to performance employee (Y) yang is shown with value t count of 7,894 more big j of value critical 1.663 value probability is 0.000 more small from value critical level significance 0.05. Because that hypothesis zero (H0) rejected and hypothesis alternative (H1) accepted. Data shows that punishment in place work has impact is positive and substantial against performance employees , in line with conclusion [10]. Especially according to research conducted [16] If combined with environment conducive and sustainable work . Study [17] disclose that help the right motivation can impact significant to discipline Work .

### **Influence of Leadership Style Transformational , Stress Work and Discipline Work to performance Agriculture Department employees Regency Nganjuk**

The SPSS output results show mark significance statistics or probability 71.492 critical of 3.11 according to SPSS output. Findings testing considered can accepted if mark the probability in a way simultaneously . Variable free style leadership transformational (X1), variable bound stress work (X2), and discipline work (X3) by together influential against performance employee (Y) if analyzed by simultaneous . Study [12] validate, shows style leadership , stress in place work , and discipline work has influence yang Good against performance employees .

#### 4. Conclusion

Test results study show variable Style Leadership Transformational (X1) has influence yang significant by statistics against Performance Employees (Y). There is a clear and favorable correlation between style leadership and performance employee . Leadership style have beneficial influence to performance employee . Specifically , style leadership transformational , which prioritizes strong collaboration For reach objective performance , decent get attention special . Leadership Style Transformational is factor main responsible answer on influence significant and profitable to performance employee .

Test results study show Stress Work (X2) has influence in a way Partial on Employee Performance (Y). Fadilah (2021) supports results this shows that stress related work own impact big and profitable to productivity . Executed with OK , stress Work can give influence to performance employee. Its own impact big to performance worker service through the communication process involved in action policy .

Test results study show discipline (X3) influential by is significant to performance employee (Y). Data this punishment in place work impact is and substantial against performance employees , in line with conclusion . Discipline Work have enough influence big to performance employees , especially If combined with environment conducive and sustainable work . Help the right motivation can impact significant to discipline Work .

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