

The Implementation of Transformational Leadership: Makes Effectiveness Organizational Culture

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Abstract—One of the newest and most popular approaches to leadership that has been the focus of much research since the early 1980s, is the transformational leadership approach. Transformational approaches can be used to describe leadership in a broad range, from very specific efforts to influence followers at one on one level, to very broad efforts to influence the entire organization and even the entire culture. Like someone, the organization is always unique and always wants to look distinctive, each organization has its own culture, this is because it is influenced by the vision and mission and goals. Even though the organization is similar, the culture will be different. Therefore, organizational culture is also called the characteristics of organizations that can distinguish it from other organizations. A well-maintained organizational culture will have a positive impact on the performance of institutions in general, because the organizational culture will direct the behavior of employees and organizational management. In the end, transformational leadership produces better people in achieving the effectiveness of organizational culture and contributing to greater common interests.

Keywords—*leadership; transformational; cultural; organization*

I. INTRODUCTION

A transformational leader always views organizational values as a commitment in their implementation, because transformational leaders have a clear vision of the future conditions of their organization. That vision is the image of the future, vision is usually simple, understandable, beneficial, and creates energy. Attractive vision characters touch the followers' experience and attract them to support the organization. When an organization has a clear vision, it is easier for people in the organization to learn how to adjust to all organizational directions and even society in general. This empowers them because they feel [1].

The transformational leader is also a social architect for their organization. this means, they create forms for the common goals that people in their organizations maintain. This leader communicates towards changing values and norms. In many cases, these leaders are able to move people to accept new group identities or new philosophies for their organizations. People who display transformational leadership often have a strong set of internal values and principles. They are effective in motivating followers to act by supporting interests that are greater than their own. The first

transformational leadership factor, among others, is called "Inspiring Motivation" is nothing but a picture of leaders who communicate high expectations to followers, inspire them through the motivation to be loyal and become part of a shared vision in the organization. In practice, leaders use symbols and emotional appeal to focus the efforts of group members, in order to achieve more than they would do for their personal interests. Team spirit is enhanced by this type of leadership. An example of this fact might be a sales manager who motivates salespeople to be great at their jobs [2]. They do it through encouraging words and short conversations, to encourage those who clearly communicate the important role they play in the company's future growth. Then the second "Intellectual Stimulation" in this case covers leadership that stimulates followers to be creative and innovative and stimulates their own beliefs and values, as well as the values and beliefs of leaders and organizations. This type of leadership supports followers when trying new approaches and developing innovative ways to deal with organizational problems. It encourages employees to think things independently and engage in careful decision making. An example of this leadership is factory managers who increase the effort of each worker to develop unique ways, to solve problems that have caused a deterioration in production [3]. Then the third "Adapted Considerations" this factor represents leaders who provide a supportive climate, where they listen carefully to the needs of each follower. The leader acts as a coach and advisor, while trying to help followers truly realize what they want. This leader might use delegates to help followers grow through personal challenges. An example of this type of leadership is a manager who takes the time to treat each employee in a unique and caring way. For a number of employees, leaders can also provide strong relationships. For others, leaders can give certain orders with high levels of structure. In essence, transformational leadership has a greater impact than expected.

II. RESEARCH METHOD

The type of research approach used is a qualitative descriptive approach. Through qualitative research, researchers want to research and describe data as it happens based on library data collection without the need for field research. Thus it can be said that the qualitative approach is research whose procedures produce data in the form of written words or collection material from the library.

III. RESEARCH FINDINGS AND DISCUSSION

The transformational approach to leadership is a general perspective that covers many sides and dimensions of the leadership process. In general, it illustrates how leaders can start, develop, and implement real changes in the organization. Although uncertain, the steps followed by transformational leaders usually have the following form. Transformational leaders empower followers and nurture them in turn. They seek to increase understanding in individuals and ask them to suppress personal interests for the benefit of others. To create change, transformational leaders are a strong example for their followers. They have a very advanced set of moral values and an understanding of self-determined identities. The spirit of cooperation often develops between leaders and followers. Followers want to imitate transformational leaders. Because, they learn to trust them and believe in the ideas they maintain.

Transformational leaders are proactive, raise the level of awareness among adherents of inspiring collective interests, and help followers achieve exceptionally high performance results [4]. Meanwhile, transformational leadership is leadership that is opposed to leadership that maintains the status quo. Transformational leadership is truly interpreted as true leadership because this leadership really works towards the goal of directing the organization to a goal that has never been achieved before [5]. In addition, transformational leadership is a leader who devotes his attention to the problems faced by followers and the development needs of each of his followers by providing encouragement and encouragement to achieve his goals [6]. In line with Minnah et al. transformative leadership is leadership that is capable of transforming and motivating followers [7].

The transformational approach also requires leaders to become social architecture. This means, they make clear the new values and norms of the organization. They involve themselves in organizational culture and help in the formation of their meaning. People need to understand their role and understand how they contribute to a larger organizational purpose. Transformational leaders are great at interpreting and forming shared values within themselves. During the process, transformational leaders are effective at working with people. They build trust and form strong collaboration with other people. Transformational leaders encourage others and celebrate their achievements. In the end, transformational leadership produces people who feel better about themselves and their contribution to a greater mutual interest.

Transformational leadership is not only based on the need for self-esteem, but fosters awareness of leaders to make the best fit with the study of management and leadership developments that view humans and organizational performance and growth are mutually influential sides [8]. This is in line with the UPI Educational Administration Lecturer Team stating the transformational leadership style, namely: "Transformational leadership is leadership that has a vision going forward and is able to identify changes in the environment and is able to transform these changes into the organization, pioneering change and providing motivation, as well as building solid teamwork, bringing changes in work

ethics and management performance, being brave and responsible for leading and controlling the organization" [8].

Transformational leadership provides many generalizations about what is typical of leaders who make changes or who work in the context of transformation. Unlike other leadership approaches, such as contingency theory and situational leadership, transformational leadership does not provide a collection of clearly defined assumptions about how leaders should act in certain situations in order to succeed. Instead it gives a general way of thinking about leadership that emphasizes model, inspiration, innovation, and personal care. Transformational leadership requires leaders to understand that their behavior is related to the needs of their followers and the changing dynamics within their organization. One particular aspect of transformational leadership that has placed special emphasis on training programs is the process of forming vision. For example, it is quite common for training programs to ask leaders to write joint statements describing their five-year career plans and their perceptions of the organization's future direction. Working with leaders in vision statements is one way to help them improve transformational leadership behavior. And an important aspect of training is teaching leaders to show greater individual attention and support intellectual stimulation for followers.

The desire to provide effective training on ways to be more successful in displaying transactional and transformational leadership. This comprehensive and fact-based approach includes self-assessment, 360-degree feedback and leadership development planning. Their work serves as a training guide that explains in detail how, when, why the full range of leadership behavior functions. Overall, transformational leadership gives information leaders about an intact range of their behavior from non-transactional to transactional to transformational. Finally, there is important evidence that transformational leadership is an effective form of leadership.

IV. CONCLUSION

One of the most extensive leadership approaches, namely transformational leadership, concerned with the process of how certain leaders are able to inspire followers to achieve great things, this approach emphasizes that a leader needs to understand and adapt to the needs and motivations of followers. Transformational leaders are recognized as agents of change who are good examples that can create and be able to articulate the vision of the organization as clearly as possible. They are able to empower followers to meet higher standards that act by making others want to trust, motivate and inspire them and give a positive meaning to the organization, so that the expected results can exceed expectations.

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