

# The Influence of SIMPEG and Transformational Leadership on Performance at the Marine Geological Survey and Mapping Center in Bandung City

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**Abstract.** The research aims to explore and analyze the impact of Human Resource Management Information Systems and Transformational Leadership on Employee Performance at the Marine Geological Survey and Mapping Agency in Bandung. The study employs descriptive and associative research methods. The population comprises Civil Servants working at the Marine Geological Survey and Mapping Agency in Bandung, with a saturated sample of 89 individuals. Data collection involves distributing primary data through questionnaires and utilizing secondary data. The data analysis employs multiple linear regression analysis. The independent variables are HRMIS and Transformational Leadership, while the dependent variable is Employee Performance at the Marine Geological Survey and Mapping Agency in Bandung, West Java. The research instruments underwent validity, reliability, normality, multicollinearity, autocorrelation, and heteroscedasticity tests. Empirical findings indicate that Transformational Leadership significantly influences Employee Performance at the Marine Geological Survey and Mapping Agency in Bandung. The study suggests that leaders at the agency should consider employee perceptions to enhance overall performance through optimized HRMIS implementation. Additionally, leaders should adopt transformational leadership styles to effectively communicate policy changes from central authorities to employees.

**Keywords:** Human Resource Management Information Systems, Transformational Leadership, Performance

## 1. Introduction

Information technology is utilized by the government to optimize public services, making them more effective and efficient [1]. The use of information technology in government institutions has become a critical need to improve services across various sectors, supporting the government's role in achieving transparent and accountable governance [2]. The legal foundation for this has been established through several regulations, including the Government Portal Infrastructure Development Guide and the Government Electronic Document Management System Guide. In 2006, the government formed the National Information and Communication Technology Council (Detiknas) through Presidential Decree No. 20/2006.

In its implementation in Indonesia, at both central and regional levels, as well as in ministries, the Management Information System is used to facilitate processes and service access, such as the Personnel Management Information System (SIMPEG). Minister of Home Affairs Decree No. 17 of 2000 describes SIMPEG as "an integrated totality consisting of data processing devices, central data storage and data bank devices, and interrelated communication devices, dependencies, and determinants in providing personnel information."

The implementation of SIMPEG in organizing personnel information is expected to enhance the quality of government human resources. SIMPEG enables the government to have an employee data bank to implement and develop personnel policies, thereby improving employee performance in carrying out their duties and functions. Furthermore, the approach of Governance 4.0 Awareness-Based Collective Action (ABC) or Open Government and Open Data meets the needs of society. This collaboration is initiated by leaders within organizations who influence individuals to achieve organizational goals with good motivation and leadership.





**Figure 1.** SIMPEG Ngantor KESDM

The NGANTOR KESDM portal can be accessed by all employees through a single website at <https://ngantor.esdm.go.id>. Through this portal, all employees at the Center for Marine Geological Survey and Mapping can access the Personnel Management Information System. With NGANTOR KESDM, employees only need to visit one website and use a single username and password to access the Personnel Management Information System.

The implementation of this new work system is expected to maintain the optimal performance of government agency employees by encouraging innovation and rapid adaptation to current conditions. Therefore, human resource management within government agencies plays a vital role in promoting innovation and adaptation to existing situations.

In carrying out their duties, all ASN employees at BBSPLG Bandung are required to use the SIMPEG application provided by the Ministry of Energy and Mineral Resources of the Republic of Indonesia. A leader must be able to motivate employees to perform their tasks well. High motivation among employees will enhance their overall performance.

The relationship between information technology-based personnel management systems and employee performance at the Center for Marine Geological Survey and Mapping in Bandung is expected to improve speed, effectiveness, and efficiency in working in this digital era.

This research aims to explore the influence of SIMPEG and transformational leadership on employee performance at the Center for Marine Geological Survey and Mapping in Bandung.

### **1.1. Human Resource Management Information System**

The Human Resource Management Information System (HRMIS), or SIMPEG (Sistem Informasi Manajemen Kpegawaian), is a designed system to manage personnel data and information in an integrated and efficient manner. SIMPEG enables organizations, particularly government agencies, to handle various aspects of personnel administration such as personal data recording, job history, performance assessment, training, and career development. Leveraging information technology, SIMPEG aids in making more accurate and prompt decisions, reducing administrative errors, and enhancing transparency and accountability in human resource management. The system also supports the automation of administrative tasks, thereby reducing manual workload and allowing greater focus on employee quality development and public service [3].

### **1.2. Transformational Leadership**

Transformational leadership is a leadership style focused on inspiring and motivating subordinates to achieve higher goals through clear vision development and innovative thinking [4]. Transformational leaders not only aim to manage efficiently but also seek to transform and improve organizations by driving significant changes in culture and work practices [5]. They often use strong communication and personal charisma to influence others, creating an environment where creativity, collaboration, and individual potential development are emphasized [6]. Transformational leadership is also known for its ability to create sustainable change and inspire teams to achieve outstanding performance, not merely follow routine instructions [7].

### **1.3. Performance**

Performance refers to the results or achievements obtained by an individual, team, or organization in carrying out tasks or achieving specific goals [8]. It encompasses how well individuals or groups succeed in

fulfilling their responsibilities, whether in terms of productivity, efficiency, or effectiveness. Performance evaluations often involve measuring against standards of quality, time, cost, and other resources used in achieving these results. Performance can also include aspects such as improving product or service quality, customer satisfaction levels, sales target achievements, or innovations and developments [9], [10], [11]. In general, the concept of performance reflects to what extent an entity or individual can meet or exceed set expectations and their ability to positively contribute to the goals and missions they undertake [12], [13], [14].

## 2. Method

This research uses a quantitative method with a descriptive and associative approach. The unit of analysis in this study is individuals, specifically civil servants (PNS) working at the Marine Geological Survey and Mapping Center in Bandung. The study population consists of 89 PNS employees at the Marine Geological Survey and Mapping Center in Bandung. For the sampling technique, a saturated sampling method was employed, where all members of the population were included in the research sample [15]. Saturated sampling is a sampling technique where all members of the population are used as the sample.

## 3. Result and Discussion

**Table 1.** Validity Test of Personnel Management Information System

Question Item	<i>r count</i>	<i>r critical</i>	Description
X1.1	0,322	0,3	Valid
X1.2	0,485	0,3	Valid
X1.3	0,390	0,3	Valid
X1.4	0,475	0,3	Valid
X1.5	0,336	0,3	Valid
X1.6	0,523	0,3	Valid

Based on the data above, the value of the Personnel Management Information System variable is  $> 0.3$  (test standard), so that the Personnel Management Information System is declared valid with a value range between 0.322 to 0.523.

**Table 2.** Transformational Leadership Validity Test

Question Item	<i>r count</i>	<i>r critical</i>	Description
X2.1	0.555	0.3	Valid
X2.2	0.794	0.3	Valid
X2.3	0.831	0.3	Valid
X2.4	0.715	0.3	Valid
X2.5	0.745	0.3	Valid
X2.6	0.703	0.3	Valid
X2.7	0.679	0.3	Valid
X2.8	0.588	0.3	Valid

Based on the data above, it states that the Transformational Leadership variable is  $> 0.3$  (test standard), so the Transformational Leadership variable is declared valid because it is in the range of 0.555 to 0.831.

**Table 3.** Performance Validity Test

Question Item	<i>r count</i>	<i>r critical</i>	Description
Y1.1	0,564	0,3	Valid
Y1.2	0,627	0,3	Valid
Y1.3	0,782	0,3	Valid
Y1.4	0,776	0,3	Valid
Y1.5	0,724	0,3	Valid
Y1.6	0,564	0,3	Valid

Based on the data above, the performance variable shows results > 0.3 (test standard), so the performance variable is declared valid because it is in the range of 0.564 to 0.782.

**Table 4.** Reliability Test of Personnel Management Information System

Cronbach's Alpha	N of Items
.768	7

The results of the reliability test of the Personnel Management Information System variable show a value > 0.6 (test standard), so that the Personnel Management Information System variable is declared reliable with a value of 0.772.

**Table 5.** Transformational Leadership Reliability Test

Cronbach's Alpha	N of Items
.605	7

Based on the results of the Transformational Leadership variable reliability test, the value > 0.6 (test standard), so that the Transformational Leadership variable with a value of 0.768 is declared reliable.

**Table 6.** Performance Reliability Test

Cronbach's Alpha	N of Items
.772	9

Based on the reliability test results, the performance variable shows a value > 0.6, so the performance variable with a value of 0.605 is declared reliable.

#### 4.1. Descriptive Analysis

**Table 8.** Recapitulation of Respondents' responses to the Personnel Management Information System variable

No	Statement	Frequency and Respondent Statement Weight										Actual Score	Description
		SS(5)		S(4)		N(3)		TS(2)		STS(1)			
		F	B	F	B	F	B	F	B	F	B		
1	Simpeg provides the data information I need to support my work.	34	17	55	22	0	0	0	0	0	0	390	Very Good
2	The simpeg menu options are accurate and complete according to my expectations	34	17	51	20	4	12	0	0	0	0	386	Very Good

3	I find it easy to operate simpeg	23	11	62	24	4	12	0	0	0	0	375	Good
4	I have utilised all simpeg applications responsibly	33	16	49	19	7	21	0	0	0	0	382	Very Good
5	The simpeg SOP is easy to understand so I have no problems operationalising it.	41	20	44	17	4	12	0	0	0	0	395	Very Good
6	With Simpeg, it is easy for me to implement staffing management strategies.	43	21	41	16	5	15	0	0	0	0	394	Very Good
<b>Total value of Respondent's answer weight</b>												2.322	
<b>Average actual Simpeg variable</b>												387	Very Good
<b>Lowest value of Simpeg variable</b>												375	Good
<b>Highest value of Simpeg variable</b>												395	Very Good

The results of descriptive analysis of the Personnel Management Information System variable show an average of 387, which can be categorised as very good. The item with the lowest score is "I easily operate SIMPEG" of 375, which is also categorised as good. While the item with the highest value is "SIMPEG SOP is easy to understand so I do not encounter obstacles in its operation" with a value of 395. This variable as a whole is rated very well based on the score table which is in the range of 377 to 447.

**Table 9.** Recapitulation of Respondents of Transformational Leadership Variables

No	Statement	Frequency and Respondent Statement Weight										Actual Score	Description
		SS(5)		S(4)		N(3)		TS(2)		STS(1)			
		F	B	F	B	F	B	F	B	F	B		
1	Leaders are role models in the organisation	30	15	54	21	5	15	0	0	0	0	381	Very Good
2	Leaders have great influence so that it is easy for me to carry out my duties	36	18	50	20	3	9	0	0	0	0	389	Very Good

3	Leaders have excellent communication skills that inspire people.	36	18 0	48	19 2	5	15	0	0	0	0	387	Very Good
4	I easily understand and implement the vision and mission of the organisation because the leader always reminds me in an interesting way.	28	14 0	54	21 6	7	21	0	0	0	0	377	Very Good
5	Leaders encourage me to bring new innovations to my work	30	15 0	56	22 4	3	9	0	0	0	0	383	Very Good
6	Leaders provide motivation to work harder	41	20 5	44	17 6	4	12	0	0	0	0	393	Very Good
7	My leader encourages me to complete my work rationally	41	20 5	44	17 6	4	12	0	0	0	0	393	Very Good
8	I can easily convey my aspirations and suggestions to the leader	46	23 0	40	16 0	3	9	0	0	0	0	399	Very Good
<b>Total weighted value of Respondents' answers</b>												3.102	
<b>Average actual transformational leadership variable</b>												387.75	Very Good
<b>Lowest value of Transformational Leadership variable</b>												377	Very Good
<b>Highest Value of Transformational Leadership variable</b>												399	Very Good

From the table above, it can be seen that the weighted value of the responses of all respondents to the statements that make up the Transformational Leadership variable is 3,102, with an average weight of 388, which is included in the "Very Good" category. This average value is within the standard weight interval previously determined in Chapter III, which is between 377 and 447, which is also included in the "Very Good" category. The results of descriptive analysis show that the Transformational Leadership variable is in the "Very Good" category.

**Table 10.** Recapitulation of Respondents' Performance Variables

No	Statement	Frequency and Weight of Respondent Statements										Actual Score	Description
		SS(5)		S(4)		N(3)		TS(2)		STS(1)			
		F	B	F	B	F	B	F	B	F	B		
1	I work carefully to maximise my results	33	165	54	21 6	2	6	0	0	0	0	387	Very Good
2	I can complete my work according to the set target	32	160	52	20 8	5	15	0	0	0	0	383	Very Good

3	I am able to complete my work on time	38	190	45	18	5	15	0	0	0	0	385	Very Good
					0								
4	I work on time	35	175	52	20	2	6	0	0	0	0	389	Very Good
					8								
5	I attend work according to the working hours	38	190	50	20	1	3	0	0	0	0	393	Very Good
					0								
6	I have initiative when the system is not maximally supportive	42	210	46	18	1	3	0	0	0	0	397	Very Good
					4								
<b>Total weight value of Respondents' answers</b>												2.334	
<b>The actual average of the Employee Performance variable</b>												389	Very Good
<b>Lowest value of Employee Performance variable</b>												383	Very Good
<b>Highest Value of Employee Performance variable</b>												397	Very Good

The results of descriptive analysis of performance variables show an average of 389, which can be categorised as very good. The item with the lowest score is "I can complete the work according to the set target" with a score of 383, which is also included in the Very Good category. While the item with the highest value is "I have initiative when the existing system is not yet supportive" with a value of 397. This variable as a whole is declared very good based on the scoring table which is in the range of 377 to 447.

#### 4.2. Hypothesis Test

Decision making is done by looking at the significance value in the coefficient table. Usually, testing of regression results is carried out with a 95% confidence level or a 5% significance level ( $\alpha = 0.05$ ), namely:

- If the significance value of the t test  $> 0.05$ , then  $H_0$  is accepted and  $H_a$  is rejected, which means that there is no influence between the independent variable (X) on the dependent variable (Y).
- If the significance value of the t test  $< 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted, which means that there is an influence between the independent variable (X) on the dependent variable (Y).

The effect of SIMPEG on Employee Performance at the Bandung City Marine Geological Survey and Mapping Centre, West Java.

- $H_0: \beta_{yx1} = 0$ : There is no effect of SIMPEG on performance.
- $H_1: \beta_{yx1} \neq 0$ : There is an influence of SIMPEG on performance.

**Table 11.** Multiple Linear Regression Test Results of Simpeg's influence on Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.979	4.499		3.552	.001

SimPeg	.102	.160	.065	.635	.527
Transformational Leadership	.219	.071	.318	3.082	.003

Based on the results of data processing using IBM SPSS Statistics 22, the regression coefficients are as follows:

- $\beta$  (beta) = 15.979
- $X_1 = 0,102$
- $X_2 = 0,219$

$$Y = 15.979 + 0.102X_1 + 0.219X_2$$

The regression equation above shows the relationship between the independent variable and the dependent variable partially. From this equation, it can be concluded that:

- The value of  $\beta$  (15.979) is a constant or a state when the employee performance variable has not been influenced by other variables, namely the SIMPEG variable ( $X_1$ ) and the Transformational Leadership variable ( $X_2$ ). If the independent variable does not exist, the employee performance variable does not change.
- $\beta_1$  (Regression Coefficient Value  $X_1$ ) of 0.102 indicates that the SIMPEG variable has a positive influence on employee performance. This means that every 1 unit increase in the SIMPEG variable will increase employee performance by 0.102, assuming that other variables are not included in this study.

In addition, the t test (partial test) was conducted to determine whether partially SIMPEG has a significant effect on employee performance. The following are the results of the t test using IBM SPSS Statistics 22 data processing:

**Table 12.** Test t (Partial Test)

Model	T	Sig.
1 (Constant)	3.552	.001
SimPeg	.635	.527
Transformational Leadership	3.082	.003

Based on the results of t test processing using SPSS, the significance value of the SIMPEG variable is  $0.527 > 0.1$  (research significance level). The t test with a value of  $\alpha = 10\%$ , it is known that  $n = 89$  with  $df = n - k - 1 = 89 - 2 - 1 = 86$ , which is equivalent to a value of 1.663 (t Test Table). The SIMPEG variable shows a calculated t value of 0.635, which is smaller than the t table value ( $1.663 > 0.635$ ). Therefore,  $H_0$  is accepted and  $H_1$  is rejected, which means that there is no effect of SIMPEG on employee performance.

The effect of Transformational Leadership on Employee Performance at the Bandung City Marine Geological Survey and Mapping Centre, West Java.

- $H_0: \beta_{yx1} = 0$ : There is no effect of transformational leadership on employee performance.
- $H_1: \beta_{yx1} \neq 0$ : There is an influence of transformational leadership on employee performance.

**Table 12.** Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	15.979	4.499		3.552	.001
Simpeg	.102	.160	.065	.635	.527
Transformational Leadership	.219	.071	.318	3.082	.003

$$\beta = 15,979$$

$$X1 = 0,102$$

$$X2 = 0,219$$

So that the multiple linear regression equation in this study is as follows:

$$Y = 15.979 + 0.102X1 + 0.219X2$$

- The value of  $\beta$  (15.979) is a constant or a state when the employee performance variable has not been influenced by other variables, namely the SIMPEG variable (X1) and the transformational leadership variable (X2). If the independent variable does not exist, the employee performance variable does not change.
- $\beta_2$  (X2 Regression Coefficient Value) of 0.219 shows that the transformational leadership variable has a positive influence on employee performance. This means that every 1 unit increase in the transformational leadership variable will increase employee performance by 0.219, assuming that other variables are not included in this study.

**Table 13. t Test (Partial)**

Model	t	Sig.
1 (Constant)	3.552	.001
Simpeg	.635	.527
Transformational Leadership	3.082	.003

Based on the results of t test processing using SPSS, the significance value of the Transformational Leadership variable is 0.003 < 0.1 (research significance level). The t test with a value of  $\alpha = 0.05$ , it is known that  $n = 89$  with  $df = n - k - 1 = 89 - 2 - 1 = 86$ , which is equivalent to a value of 1.663 (t Test Table). The transformational leadership variable shows a calculated t value of 3.082, which is greater than the t table value (3.082 > 1.663). Therefore,  $H_0$  is rejected and  $H_1$  is accepted. That is, there is a significant influence of transformational leadership on employee performance.

The influence of SIMPEG and Transformational Leadership on Employee Performance at the Centre for Marine Geological Survey and Mapping in Bandung, West Java.

After ensuring that the classical linear multiple assumptions are met, testing will be carried out on SIMPEG and Transformational Leadership on employee performance at the Bandung City Marine Geological Survey and Mapping Centre, West Java. The following is the hypothesis form:

- $H_0: \beta_1 = \beta_2 = 0$ : There is no effect of Transformational Leadership on employee performance.
- $H_1: \beta_1 \neq 0$  or  $\beta_2 \neq 0$ : There is an effect of Transformational Leadership on employee performance.

**Table 14. F Test (Simultaneous Test)**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	47.757	2	23.879	5.430	.006 <sup>b</sup>
Residual	378.220	86	4.398		
Total	425.978	88			

The F test results show a calculated F value of 5.430, while the F Table value with a significance level of  $\alpha = 0.05$  and degrees of freedom  $V_1 = k = 2$ ,  $V_2 = n - k = 89 - 2 = 87$ , is 3.101.

**Table 15. Simultaneous Testing Conclusion**

Calculated F Value	F Table Value	Conclusion
5,430	3,101	Significance

Based on the table above, it can be concluded that the results of statistical calculations show a calculated F value of 5.430, which is greater than the F Table of 3.101. With a significance value of  $0.006 < 0.05$ , then  $H_0$  is accepted and  $H_1$  is rejected. This means that Simpeg and Transformational Leadership simultaneously have a significant effect on Employee Performance at the Marine Geological Survey and Mapping Centre in Bandung City, West Java.

***Simultaneous Coefficient of Determination (Zero Order)***

To see the magnitude of the correlation between the independent variable and the dependent variable without considering the influence of other variables, this is important in evaluating the strength of the relationship between the two variables and can be used to explain the variation in the dependent variable that can be explained by certain independent variables.

To calculate the partial coefficient of determination, you can use the following formula:

$$KD = \beta \times \text{Zero Order} \times 100$$

For the output results using SPSS, it can be seen in the following table:

**Table 16.** Partial Determination Coefficient Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations		
	B	Std. Error	Beta				Zero-order	Partial	Part
1 (Constant)	15.979	4.499			3.552	.001			
Simpeg	.102	.160	.065		.635	.527	.119	.068	.065
Transformational Leadership	.219	.071	.318		3.082	.003	.329	.315	.313

Based on the table above on partial determination testing, the following calculations can be made:

- The magnitude of Simpeg's influence on employee performance is:  
 $\sqrt{0.102 \times 0.119 \times 100} = 1.2138\%$
- The magnitude of the influence of transformational leadership on employee performance is:  
 $\sqrt{0.219 \times 0.329 \times 100} = 7.2051\%$

Based on the above calculations, it can be concluded that from the analysis of the two independent variables, the Simpeg variable contributes to employee performance by 1.2138%, while transformational leadership contributes 7.2051%.

***Simultaneous Coefficient of Determination***

**Table 17.** Simultaneous Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.335 <sup>a</sup>	.112	.091	2.097

Based on Table 17, it can be concluded that the coefficient of determination  $(R^2)$  is 0.112. With this coefficient value, it can be concluded that the independent variables in this study, namely Simpeg and transformational leadership, have an influence of 11.2% on employee performance, while the remaining 88.8% is influenced by other factors not examined in this study.

**4. Conclusion**

1. The results of descriptive analysis show that the Personnel Management Information System/Simpeg variable is in the interval 387, which indicates a very good level of goodness.
2. The Transformational Leadership variable is also in the 387 interval, indicating a very good level of goodness.

3. The performance variable shows the interval 389, which indicates a very good level of goodness.
4. The influence of the Personnel Management Information System / Simpeg variable on performance, with a calculated t value of  $0.635 < 1.663$  t table, then H<sub>0</sub> is accepted and H<sub>1</sub> is rejected.
5. The effect of transformational leadership on performance, with a calculated t value of  $0.219 < 1.663$  t table, then H<sub>0</sub> is accepted and H<sub>1</sub> is rejected.
6. The effect of personnel management information systems and transformational leadership on performance, with a calculated F value of  $5.430 > 3.101$  F table, then H<sub>0</sub> is rejected and H<sub>1</sub> is accepted.

Based on the data that has been obtained and the results of data processing in this study, the following conclusions can be drawn:

1. Simpeg is included in the very good category, but there are still weak aspects, namely employees still need to improve Simpeg's operational capabilities in order to achieve the expected targets.
2. Transformational Leadership is included in the very good category, but there are still weak aspects, namely employees need to better understand the company's vision and mission to achieve the expected results.
3. Employee performance is included in the very good category, but there are still aspects that need to be improved, namely so that employees can complete work in accordance with the targets set by the company.
4. There is no effect of Simpeg on employee performance at the Marine Geological Survey and Mapping Centre in Bandung City, West Java.
5. Transformational leadership partially affects employee performance at the Center for Marine Geological Survey and Mapping in Bandung City, West Java.

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