

CHAPTER I

INTRODUCTION

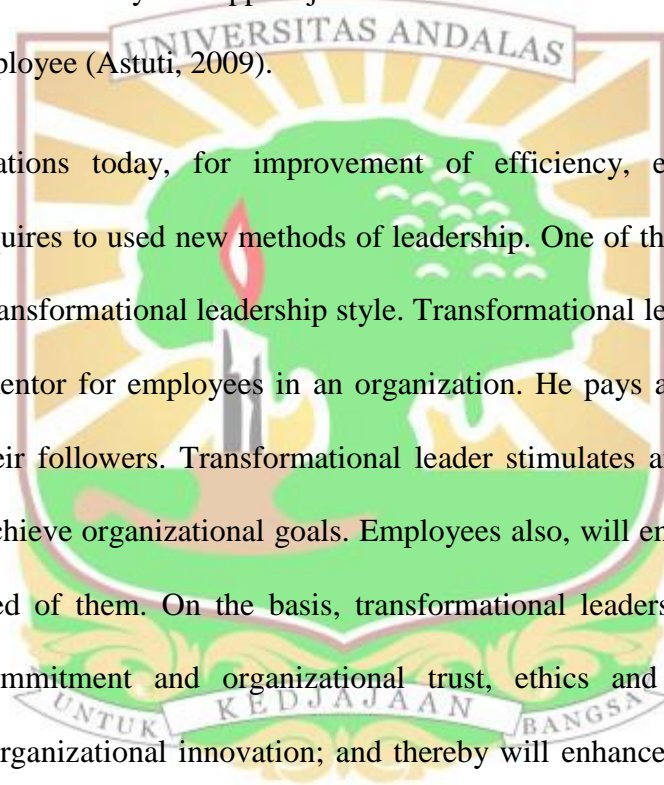
1.1 Background of The Research

In modern era, many aspect in our life growth faster than before begin the knowledge until the economic sector. One of them that interest to look is public institution like Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat in Padang City. To support the development needs of the residents of the surrounding meadows and institutions such as the public works department of Padang had to work hard in terms of building the confidence of the public or the private sector colleagues. In terms of realizing such things Padang city public works department requires good organizations. One of the most difficult aspects faced by management in all organizations today is how to make their employees work efficiently.

For the way of that every institution is really needs the good management and related to the ways in order to achieved te goal of the company. One of them is leadership style that apply for each organization and level of job satisfaction the employee have. In one side the institution is imposible can operate the operation process without the leader and for the other side every institution activities must be support with a good job satisfaction, because both of factor is have importanty role in order to achieved the goal that can be achieve by good company performance.

The existence of the leader in one institution is crucial and needed to bring the institution to purpose that already decide. Many leadership style that apply by one leader in do their jobs. However, the leadership style that use by leader certainly will be for the all interest, that is employee and institution interest. Because the effective leader constitute one of the important factor that influence the way work from employee where eventually will appear job satisfaction that seen for the result of work that give by employee (Astuti, 2009).

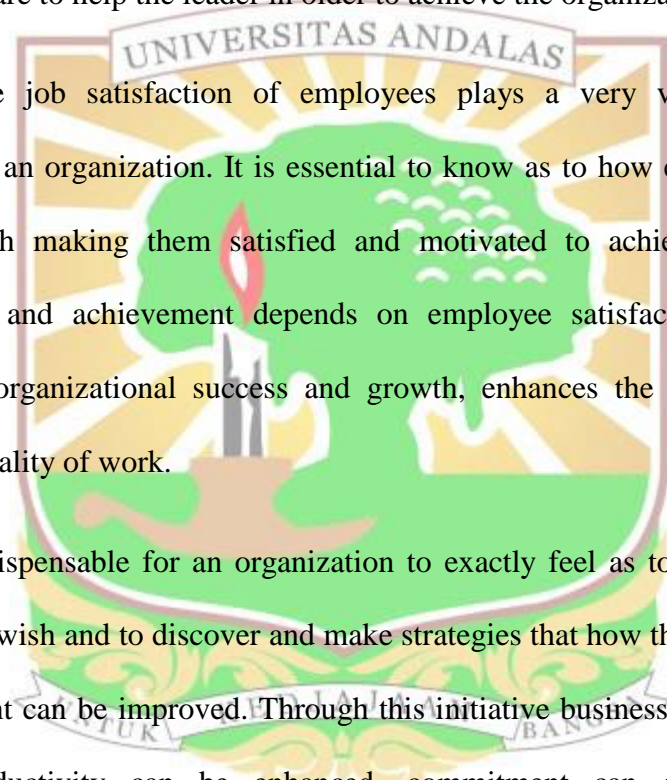
Organizations today, for improvement of efficiency, effectiveness, and productivity requires to used new methods of leadership. One of the latest leadership approaches is transformational leadership style. Transformational leadership play role in coach and mentor for employees in an organization. He pays attention to needs, and inspires their followers. Transformational leader stimulates and encourages all employees to achieve organizational goals. Employees also, will endeavor more than what is expected of them. On the basis, transformational leadership will improve capabilities, commitment and organizational trust, ethics and job satisfaction, creativity and organizational innovation; and thereby will enhance performance and organizational effectiveness. Transformational leaders enhance innovation within the organization; the tendency of organizations to innovate. Leaders' use of inspirational motivation and intellectual stimulation is critical for organizational innovation (Elkins, T., & Keller R. T. 2003).



Beside of factor from leadership style that have by each leader in one institution, the influence of job satisfaction also have crucial in to achieve a goal of the institution. Satisfaction of subordinate show their attitude and behavior to the leader. Someone that satisfy will do the positive thing and help the leader in older to achieve organization goal meanwhile if they not satisfy tend to have negative attitude and not really care to help the leader in older to achieve the organization goal.

Because job satisfaction of employees plays a very vital role on the performance of an organization. It is essential to know as to how employees can be retained through making them satisfied and motivated to achieve extraordinary results. Target and achievement depends on employee satisfaction and in turn contribute for organizational success and growth, enhances the productivity, and increases the quality of work.

It is indispensable for an organization to exactly feel as to what employees feel, think, and wish and to discover and make strategies that how the staff dedication and commitment can be improved. Through this initiative business outcomes can be improved, productivity can be enhanced, commitment can get strengthened. Increasing staff satisfaction is very vital and important factor for the success of an organization.



Based on the description of the background that have been outline above, researches interested in conducting this research with the heading “*The Influence of Tranformasional Leadership and Job Satisfaction on Employee Performance in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat.*”

1.2 Research Questions

This research will answer the question below:

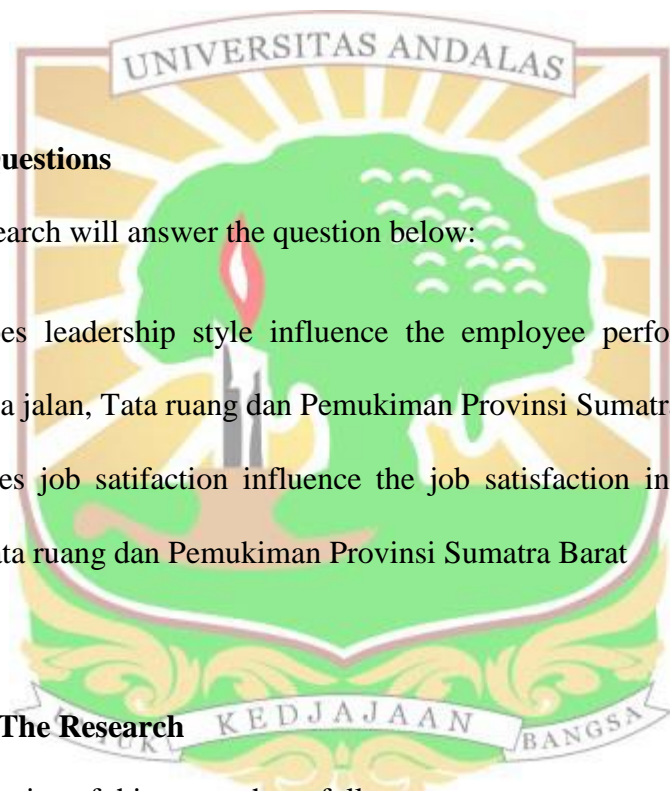
1. How does leadership style influence the employee performance in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat?
2. How does job satisfaction influence the job satisfaction in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat

1.3 Purpose of The Research

The objective of this research, as follows:

The goal of the researchers conducting this research are:

1. To determine the effect of Tranformasional Leadership on Employee Performance at Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat.



2. To determine the effect of Job Satisfaction of employees on Employee Performance at Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat.

1.4 Contribution of The Research

The contributions that expected of this research are, as follows:

- For the researcher

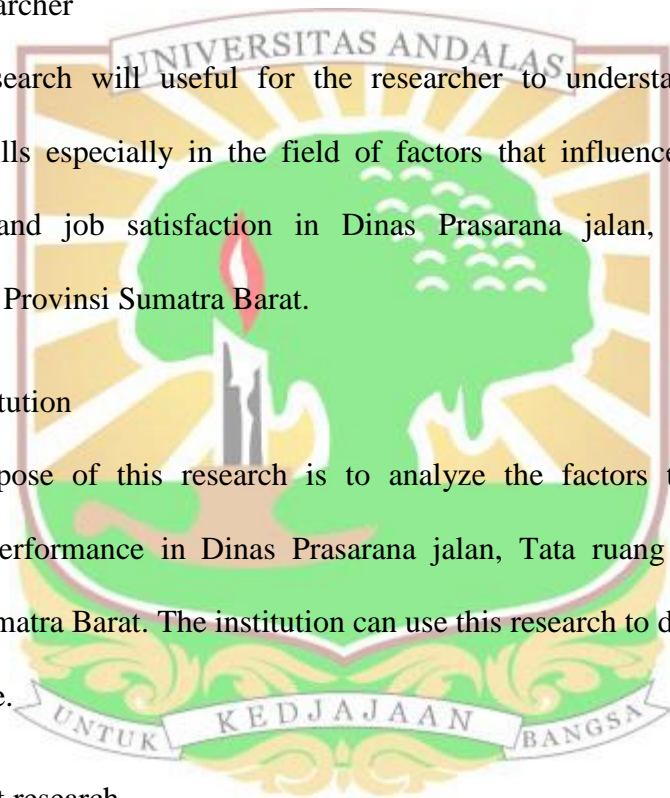
This research will useful for the researcher to understand and improve thinking skills especially in the field of factors that influence tranformasional leadership and job satisfaction in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat.

- For the institution

For purpose of this research is to analyze the factors that influence of employee performance in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat. The institution can use this research to develop Employee Performance.

- For the next research

This research expected will become a reference for further research.



1.5 Scope of The Research

Based on the problem statement, this research will be limited to explain and analyze the influence of tranformisional leadership and job satisfaction on employee performance in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat. The researcher limits the research context by focusing to staff employee of Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat.

1.6 Outline of Research

CHAPTER I INTRODUCTION

Contains background and formulation of the problem, the objectives of research, the contribution of the research, and writing systematic thesis is used.

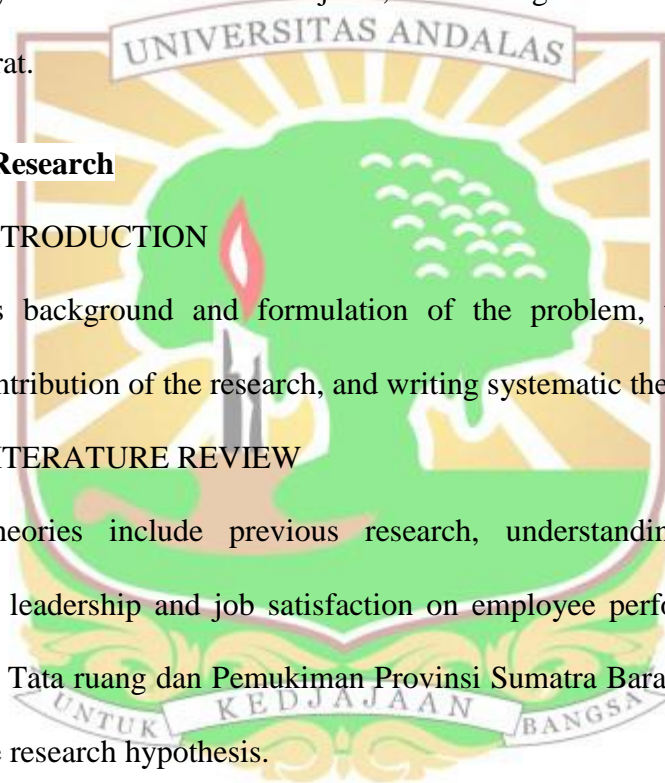
CHAPTER 2 LITERATURE REVIEW

Contains theories include previous research, understanding the influence tranformasional leadership and job satisfaction on employee performance in Dinas Prasarana jalan, Tata ruang dan Pemukiman Provinsi Sumatra Barat, and review past research and the research hypothesis.

CHAPTER 3 RESEARCH METHODOLOGY

This chapter will explain the methodology of research, research design, population and sample, data collection and data analysis technique used.

CHAPTER 4 RESULTS, ANALYSIS AND DISCUSSION



This chapter will explain the result of research, and the discussion of result.

CHAPTER 5 CONCLUSION

This chapter will explain the conclusion of research, limitation, implication and recommendation of the research.

