

TABLE OF CONTENT

COVER PAGE

TITLE PAGE

DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT.....	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iv
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	v
ABSTRACT	vi
ABSTRAK	vii
PREFACE.....	viii
TABLE OF CONTENTS.....	x
LIST OF FIGURES	xiii
LIST OF TABLES	xiv
LIST OF APPENDICES	xvi

CHAPTER I INTRODUCTION

1.1 Background of The Study	1
1.2 Problem Limitation.....	8
1.3 Problem Formulation.....	9
1.4 Objective of the Research.....	9
1.5 Benefit of The Research	10
1.5.1 Theoretical Benefit.....	10
1.5.2 Practical Benefit	10

CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1 Theoretical Background	11
2.1.1 Definition of Human Resource Management	11
2.1.2 Transformational Leadership Style.....	13
2.1.2.1. Definition of Transformational Leadership Style....	13

2.1.2.2.	Leadership Styles Types.....	14
2.1.2.3.	Types of Transformational Leadership	16
2.1.2.4.	Indicators of Transformational Leadership	17
2.1.3	Work Motivation	18
2.1.3.1.	Definition of Work Motivation	18
2.1.3.2.	Types of Work Motivation	19
2.1.3.3.	Indicators of Work Motivation.....	20
2.1.4.	Employee Performance.....	21
2.1.4.1.	Definition of Employee Performance.....	21
2.1.4.2.	Types of Employee Performance	22
2.1.4.3.	Factors Affecting Employee Performance	23
2.1.4.4.	Indicators of Employee Performance	25
2.2	Previous Research	25
2.3	Hypothesis Development.....	26
2.4.	Research Model	28
2.5	Framework of Thinking.....	30

CHAPTER III RESEARCH METHODOLOGY

3.1	Research Design	31
3.2	Population and Sample	32
3.2.1.	Sample	33
3.3	Data Collection Method.....	34
3.4	Operational Variable Definition and Variable Measurement.....	36
3.4.1.	Operational Variable Definition	37
3.4.2.	Variable Measurement.....	38
3.5.	Data Analysis Method	38
3.5.1	Descriptive Statistic	38
3.5.2	Research Instrument Testing	41
3.5.3	Classical Assumption Testing.....	44
3.5.4	Linear Regression Analysis	46
3.5.5.	Determination Testing (r^2)	47

3.5.6. Hypothesis Testing	48
CHAPTER IV RESEARCH RESULT AND DISCUSSION	
4.1 General View of PT Sinar Logam Medan	50
4.2 Research Result	55
4.2.1 Descriptive Statistics	55
4.2.2 Result of Data Quality Testing	67
4.2.2.1 Validity Testing	67
4.2.2.2 Reliability Testing	69
4.2.2.3 Normality Testing.....	69
4.2.2.4 Heterocedasticity Testing	70
4.2.3 Result of Hypothesis Testing.....	75
4.3 Discussion.....	81
4.3.1. The impact of transformational leadership style on employee performance	81
4.3.2. The impact of work motivation on employee performance.....	82
4.3.3. The impact of transformational leadership style and work motivation on employee performance	83
CHAPTER V CONCLUSION	
5.1 Conclusion	86
5.2 Recommendation	88
REFERENCES	90

LIST OF FIGURES

	Page
Figure 2.1	Research Model
Figure 2.2	Framework of Thinking.....
Figure 4.1	Organization Structure.....
Figure 4.2	Normality Probability Plot.....
Figure 4.3	Histogram
Figure 4.4	Scatterplot

LIST OF TABLES

	Page	
Table 1.1	Employee Data from 2018 to 2021.....	5
Table 1.2	The Number of Employees That Cannot Achieve Job Target and The Number of Employees That Do Not Want to Conduct Overtime Work.....	6
Table 1.3.	Competitor of PT Sinar Logam Medan	7
Table 2.1	The Result of Previous Research.....	26
Table 3.1	Definition of Operational Variables	38
Table 3.2.	Likert Scale	39
Table 3.3.	Validity Testing Scale.....	44
Table 4.1	Age Classification of Respondent	56
Table 4.2	Gender Classification of Respondent	56
Table 4.3	Family Status Classification of Respondent.....	57
Table 4.4	Education Classification of Respondent.....	57
Table 4.5	Work Length Classification of Respondent.....	57
Table 4.6	Q.1 : There is guidance for employee from leader	58
Table 4.7	Q.2 : The leader can maintain comfortable work situation in the company	58
Table 4.8	Q.3 : There is good interaction between leader and employee ..	59
Table 4.9	Q.4 : The leader can provide appreciation for the employee..	59
Table 4.10	Q.5 : The leader can increase the participation on the employee	59
Table 4.11	Q.6 : The leader can receive feedback from employee.....	60
Table 4.12.	Q.7 : The company can make effective communication between employee	60
Table 4.13.	Q.8 : The leader can provide trust to the employee in conducting the job	61
Table 4.14	Q.1 : The company encourage employee's participation in company's activities	61

Table 4.15	Q.2 : The employee can develop the creativity in doing the job	61
Table 4.16	Q.3 : The employee can make improvement of the ability to adapt to the situation	62
Table 4.17.	Q.4 : The company can give freedom to employee in implementing effective working method.....	65
Table 4.18.	Q.5 : The company want to receive suggestion from the employee	66
Table 4.19	Q.6 : The company can involve the employee in planning of company's activities	66
Table 4.20	Q.7 : The company can provide interesting incentive to employee	67
Table 4.21	Q.8 : The company implements appropriate reward system based on employee's performance.....	67
Table 4.22	Q.1 : The employee can provide work result based on company's expectation	67
Table 4.23	Q.2 : The employee can implement effective work method in conducting the job.....	68
Table 4.24.	Q.3 : The employee can give solution to company in conducting the business activities.....	69
Table 4.25.	Q.4 : The employee can align the implementation of job with employee's job target.....	70
Table 4.26.	Q.5 : The employee has initiative to assist the company's activities	70
Table 4.27.	Q.6 : The employee has high effort in conducting the job optimally.	70
Table 4.28.	Q.7 : The employee has low absence in conducting the job... ..	71
Table 4.29.	Q.8 : The employee has punctuality in attendance at work	72
Table 4.30	Validity Test of Variable	75
Table 4.31.	Result of Reliability Test	75
Table 4.32.	Kolmogorov Smirnov	75

Table 4.33.	Glejser Testing	75
Table 4.34.	Mean, Median and Mode Calculation.....	77
Table 4.35.	Correlation Test	77
Table 4.36.	Determination Test	78
Table 4.37.	Linear Regression Analysis	79
Table 4.32	T testing	80



LIST OF APPENDICES

APPENDIX A	QUESTIONNAIRE	A-1
APPENDIX B	KUESIONER.....	B-1
APPENDIX C	RESPONDENT ANSWER	C-1
APPENDIX D	PRETEST DATA	D-1
APPENDIX E	OUTPUT DATA SPSS.....	E-1
APPENDIX F	STATISTIC TABLE.....	F-1