

The Impact of Perception of Transformational Leadership on Innovative Work Behavior in Junior High School's Teacher

Galih Mediana

Faculty of Psychology Gunadarma University

Jl. Margonda Raya No. 100, Pondok Cina, Depok 16424, Indonesia

e-mail: galihmediana@yahoo.com

ABSTRACT

There has been a national anxiety about the lack of learner's character. The lack of learner's character because the digress of noble values Indonesia nation. Education is attempt to creating knowledge for learner and a good ethic so that learner have a good character. National education functions is to develop ability and character form. Teacher plays an important role to the success of learner. Innovative work behavior that displayed by teacher can be a key of success to achieving goals. Transformational leadership can impact innovative work behavior. The research aims to find out the significance effect of perceived transformational leadership on innovative work behavior in junior high school's teacher. Subject in this research are 70 junior high school's teacher. To measure transformational leadership, used modified Multifactor Leadership Questionnaire (MLQ) from Bass (1985). To measure innovative work behavior using a scale developed by researcher based on dimension from Janssen (2000). This research used simple linier regression analysis technique. This result show that any significant effect between perceived transformational leadership on innovative work behavior in Junior High School's teacher in the amount of 9,1%.

Keywords : *Perception of Transformational Leadership, Innovative Work Behavior, Junior High School's Teacher*

INTRODUCTION

In this modern age, moral issues often occur in Indonesia. Indonesian society was shocked by many things of concern such as corruption, unrest, violence, conflicts between tribes and other issues (Mulyadi, 2014).

Education is a human effort in creating students who knowledgeable noble and ethical so that students are able to have good character. The education process here is not only used as a transformation process of

science but good ethics is also embedded in the students.

At the junior high school's level there are habits that should be shunned to develop a good attitude. In addition to getting general knowledge in school, but in reality the students also spent time outside of school to live a daily routine that, more likely to instill the values of students.

Teachers play an important role in achieving the success of the learners. Referring to Law



No. 1 of 2005 Article 1 of the main task of a teacher is educating, teaching, guiding, directing, train, assess and evaluate students on early childhood education, formal education, primary education and secondary education.

Furthermore, the fundamental issues in the National Education System that has lasted half a century, especially from the aspect of the profession of a teacher in Sidi (in Kaihatu and Rini, 2007), that a professional teacher sued a number of requirements, among other qualified professional education and scientific competence, have good communication skills with their students, have creative and productive life, have a work ethic and commitment to his profession and always conduct self-development on an ongoing basis. Creativity possessed by the teacher's school will certainly help the school achieve the main goal is to establish character learners to be better (Hendriyenti, 2014). After that, teachers are able to promote the idea to others so that the addition of the new regulations went very well due to the support of others. Furthermore, the idea can be applied to the students in the school. Innovative behavior shown by the teachers will create a new atmosphere in the school so that the activities carried out in the school can be more effective to do.

Mulyatiningsih (2010), innovative work behavior is important in learning activities. Innovative work behavior displayed by the teacher can be one of the keys to success in achieving a predetermined goal.

Key to the success of the role of teachers in schools in playing its role is related to the

success of a school principal in leading the school. A good leader is not only seen on the achievement of a goal, but also act positively so the teachers are proud to be part of the leadership. Effective leadership is essential to the survival and success of an organization. The role of the principal is effective as a leader would be required to conduct innovative teachers.

De Jong and Den Hartog (in Kresnandito and Fajrianti, 2012), one of the factors that are considered to have an influence on innovative behavior is leadership. Rank (in Kresnandito and Fajrianti, 2012), leadership is considered to have an influence on innovative behavior that may occur because innovation is a social process, therefore the leader has a strong influence in creating innovation. De Jong (in Kresnandito and Fajrianti, 2012), transformational leadership regarded as a model of good leadership to enhance the innovative behavior. Reuvers (in Kresnandito and Fajrianti, 2012), transformational leadership is regarded as a model of good leadership to enhance the innovative behavior as transformational leadership can tie his personal values and encourage them to do something beyond the usual reciprocal to the expected performance. Imran and Haque (2011), transformational leadership style encourages employees to think differently, finding new leads and find new solutions to solve a problem. Bass (in Imran and Haque, 2011), transformational leaders seek new ways of working, build employee morale and commitment.



Result of research shows a positive relationship between transformational leadership and innovative work behavior (Imran & Haque, 2011; Khan, Aslam & Riaz, 2012).

The purpose of this study is to determine the effect of the perception of transformational leadership on innovative work behavior in junior high school's teacher.

METHODOLOGY

The study involved 70 teachers in Al-Ihsan junior high school. Selection of these respondents using the saturation sampling method is sampling technique when all members of the population used as a sample. Demographic characteristics in this study consisted of age, sex, length of work and latest education. Number of respondents age 19 – 20 years old amounted to 5,71%, 20-30 years old amounted to 81,42%, and above 30 years old amounted to 12,85%. Number of respondents are male amounted to 62,85% and number of respondents are female amounted to 37,14%. The number of respondents with 1 - 2 years long worked amounted to 47,14%, 3 – 4 years long worked amounted to 37,14% and 5 – 6 years long worked amounted to 15,71%. Number of respondents with the latest education senior high school amounted to 10%, D2 amounted to 1,42%, D3 amounted to 5,71% and S1 amounted 82,85%.

The process of data collection was done by researchers distributed questionnaires directly to the respondents. Researchers use two scales, namely perception of transformational leadership scale and innovative work behavior scale. Transformational leadership variable in

this study will be measured using a modified multifactor Leadership Questionnaire (MLQ) of Bass (1985). Furthermore, the questionnaire contains 9 item with Likert scale from Very Often, Often, Sometimes, Rarely and Never. Reliability test and discrimination items are also done on this scale in order to obtain the value of Cronbach's Alpha. Cronbach's Alpha of this scale is 0.851. Innovative work behavior scale were complied by researcher based on the dimension of innovative work behavior by Jansen (2000). Innovative work behavior scale consist of 26 items using Likert scale from 1 (very not appropriate) – 5 (very appropriate). Reliability test and item discrimination are also done on this scale in order to obtain the value of Cronbach's Alpha. Cronbach's Alpha of this scale is 0,854. For data analysis, the researcher used a simple regression analysis and using SPSS version 22.00 for windows.

RESULTS AND DISCUSSION

In the perception of transformational leadership questionnaire obtained the result that the 9 items tested there are 9 items that have a good discrimination item. The 9-item move between 0.389 to 0.693.

In the innovative work behavior questionnaire showed the result that the 26 items tested there are 19 items that have a good discrimination item. It moves between 0.348 to 0.580.

Hypothesis testing using simple regression analysis showed that the perception of transformational leadership has effect to the innovative work behavior amounted to 9.1%.



Table 13 Results of Hypothesis Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.301 ^a	.091	.077	7.70687

This shows that there are significant effect from perception of transformational leadership to the innovative work behavior at junior high school’s teacher.

The results of this study shows that the influence of the perception of transformational leadership on innovative work behavior can be caused by several things. Transformational leadership can create a climate that can enhance innovative behavior of employees. This shows that the principal is able to create a climate that can improve the behavior of innovative teachers. At this stage the teachers brainstorm an idea to solve the problem so that it can bring innovative behavior of these teachers.

According Reuvers (in Kresnandito and Fajrianti, 2012), transformational leaders are able to induce his followers through intellectual stimulation, to re-evaluate potential problems and their working environment so that innovative ideas can flourish. At this stage transformational leaders can encourage employees to develop new ideas in creating a solution within the organization.

The results of this research was supported by the results of research conducted by Imran and Haque (2011), which states that

transformational leadership behaviors increase the innovative work indirectly by creating an organizational climate that will encourage workers to bring innovative ideas.

CONCLUSION

Based on the results of this study concluded that there are significant perception of transformational leadership on innovative work behavior in junior high school’s teacher. Based on the results of this study also note that the school’s teachers have the perception of transformational leadership and innovative work behavior that are in the medium category.

SUGGESTION

For the junior school’s teacher who has been dedicated in the duty are expected to maintain and develop the innovative work behavior in order to help achieve the goals better in school. Innovative work behavior displayed by the teacher can be one of the keys to success in achieving a predetermined goal. For teachers who are already working in over two years is expected to increase innovative work behavior. Things to do is continue zealous in duties and keep trying to develop knowledge in order to pull out the creative ideas that can be applied.

For headmaster who have led pretty well expected to maintain and develop transformational leadership style. This is done in order to help develop the potential of innovative behavior of teachers for the sake of success in achieving a goal of the school that has been designated. The school principal is expected to further guide the teachers to be able to demonstrate innovative behavior in the



workplace. The school principal also expected to attend seminars relating to school. This is done so that principals can become increasingly aware that the work in a new way is essential.

For subsequent researchers who are interested in finding out more about the perception of transformational leadership and innovative work behavior in junior high school's teacher is expected to increase the number of survey respondents and also add other variables that are known to affect the innovative work behavior. In addition, the information on the identity of the respondents may be added to subjects that respondents teach. This is done in order to better determine what subject teachers have more innovative work behavior.

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