

The Effect of BI Rate and Money Supply and Exchange Rate on Inflation in Indonesia

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Abstract

In increasingly complex and competitive organizational dynamics, leadership style becomes a crucial factor in determining the success of an organization. This has resulted in leaders adopting a more proactive approach in improving the quality of employee work. Therefore, an analysis of transformational leadership style is needed by leaders of health service providers to improve the quality of employee work. The aim of this research is to determine the relationship between transformational leadership style and the quality of employee work at the Kubur Jawa Community Health Center, Hulu Sungai Tengah Regency. The research is quantitative research with analytical survey research methods with a cross-sectional approach. This research was conducted from January 2024 to June 2024. The population of this research was all employees at the Kubur Jawa Community Health Center. The research sample was taken by purposive sampling and consisted of 46 employees. The research results show that there is a relationship between inspirational motivation (p-value=0.000), intellectual stimulation (p-value=0.000), individual consideration (p-value=0.027), and ideal influence (p-value=0.005) with quality employee work. there is a relationship between transformational leadership style and inspirational motivation, intellectual stimulation, individual consideration, and ideal influence with the quality of employee work at the Kubur Jawa Community Health Center.

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1. Introduction

Law Number 17 of 2023 concerning Health article 4 states that everyone has the right to safe, quality, and affordable health services in order to realize the highest degree of health. In terms of realizing public health rights, leaders who have competence and professionalism in the health sector are needed so that the programs to be carried out can touch the target according to the needs of the community.

The government's efforts in achieving the goals of health development are the issuance of the Regulation of the Minister of Health of the Republic of Indonesia Number 43 of 2019 concerning Community Health Centers (Puskesmas) with a focus on realizing a healthy health center work area with people who have healthy behaviors, are able to reach quality health services, live in a healthy environment and have an optimal degree of health, both individuals, family, groups, and communities.

Aspects of employee performance are the ability and initiative of employees in completing work by communicating the company's methods, methods and work standards and effectively using organizational resources so that work or responsibilities can be completed on time and still take into account the quality and quantity of their work results. Factors that affect employee performance are internal factors and external factors. Internal factors include needs, abilities, motivation, commitment and perception of tasks that are driven by leadership style as a leader. External factors include the situation, the quality of a leader, the reciprocity between colleagues, and the system that applies in the Agency (Setyaningrum, 2015).

Performance can be considered as the result of a process or work. Thus, every employee must have competence, namely the ability or ability to carry out tasks or work that are his responsibility or entrusted to him Every time a task or work is carried out, there is an activity to process or convert input into an output (output) that has added value as a product or work (work result).

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One of the factors that affect employee performance is leadership style. The style of a leader influences his subordinates to be willing to cooperate and work effectively according to his orders, with this leadership style possessed by a leader which will be used to be able to direct human resources to be able to use all their abilities in achieving good work motivation and achieving goals (Usman et al., 2020).

The use of proper leadership from superiors is one of the factors that can move, direct, guide and motivate employees to excel at work. In practice, the role of leaders is important to achieve the goals of the health center, especially related to improving employee performance in the implementation of their work (Usman et al., 2020).

Transformational leadership style is a very ideal leadership style that should be applied in organizations. In transformational leadership, a leader not only thinks about the expected achievements but also thinks about how the well-being of his employees and leaders is able to influence and change awareness, and arouse enthusiasm to encourage employees to achieve their vision, mission, and goals that have been set in advance (Handoko, 1999)

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Leaders play a very important role in improving employee performance. Transformational leadership and motivation affect employee performance (Vadeveloo et al., 2009). Leaders certainly expect and strive for their subordinates to have the ability and willingness to carry out and complete tasks well, which is in accordance with the goals that have been set. Employee performance can only be achieved by matching the leader to the situation or by changing the situation to suit the leader, such as the ability and interaction of fellow leaders, subordinates and superiors (Kisamiani, 2021).

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Puskesmas is a health organization that is the center of public health development, and is at the forefront of providing direct health services to the community (safira, fani Amalia & Holifah, 2021). The problems faced by health centers in public service providers are inseparable from the performance of their human resources, and this has been found by previous researchers that employee performance problems can affect the quality of service (Islamiyah et al., 2021), which states that the performance of health center employees is closely related to the leadership style of the health center leaders themselves.

Several previous studies have concluded that there is a positive and significant influence between transformational leadership and employee performance and motivation; there is a significant positive influence between employee motivation and employee performance (Tucunan et al., 2014; Kisamiani, 2021; Setyaningrum, 2015).

2. Method

The type of research proposed is quantitative research with an analytical study of cross sectional research design. The dependent variables of work quality as well as the independent variables of transformational leadership style were taken at the same time. Research data is primary data obtained from the distribution of surveys to respondents.

The population in this study is all employees recorded in the UPTD database of the Kubur Jawa Health Center, both health and non-health workers, which amounts to 46 employees. The research sample is the object being studied, which is considered to be representative of the entire population. In this research, the samples used were health and non-health workers recorded in the UPTD database of the Kubur Jawa Health Center of the Kubur Jawa Health Center which amounted to 46 samples.

The location of this research was carried out at the UPTD Kubur Jawa Health Center which is located on Jalan Merdeka RT.11 No.12 Kapar Village, South Batang Alai District, Hulu Sungai Tengah Regency, South Kalimantan Province. The time needed to conduct this research is approximately 6 (six) months and has been carried out from January to June 2024.

According to (Novita, 2022), the likert scale used includes four alternative answers, namely the statements Strongly Agree, Agree, Disagree, and Strongly Disagree. Questionnaires in the form of google forms, are used as a medium to collect data and information relevant to research.

The research was conducted directly at the Kubur Jawa Health Center UPTD. The steps of the research procedure include problem identification, preliminary study at the research site, literature

study, preparation of research instruments, data collection to the research subject, data processing, data analysis, discussion, drawing conclusions, and providing research suggestions

3. Results and Discussion

The results of the research conducted found that there is a relationship between transformational leadership style and employee work quality. The inspirational motivation variable obtained a p -value of <0.001 , so that the p -value is smaller than α (0.05). The results of this analysis show that there is a relationship between inspirational motivation and the quality of work of employees at the Kubur Jawa Health Center. This means that according to employees at the Kubur Jawa Health Center, the inspirational motivation provided by the leaders of the Kubur Jawa Health Center is one of the determining factors in the quality of employee work. So that if employees get poor inspirational motivation, it will reduce the quality of their work at the Kubur Jawa Health Center. And vice versa, if employees get good inspirational motivation, it will increase the level of quality of their work at the Kubur Jawa Health Center.

This research is in line with the research previously conducted by Soegiarto (2016) which stated that Inspirational Motivation has a positive and significant influence on the performance of employees of the sales and marketing division p -value = 0.007. The results of this study are also in line with Sutrisno's theory. In this theory, motivation is very important in the context of human resource management because it affects employee performance and productivity.

In the intellectual stimulation variable, a p -value of <0.001 was obtained, so that the p -value was smaller than α (0.05). The results of this analysis show that there is a relationship between intellectual stimulation and the quality of work of employees at the Kubur Jawa Health Center. This means that according to employees at the Kubur Jawa Health Center, the intellectual stimulation provided by the leaders of the Kubur Jawa Health Center is one of the determining factors in the quality of employees' work. So that if employees get poor intellectual stimulation, it will reduce the quality of their work at the Kubur Jawa Health Center. And vice versa, if employees get good intellectual stimulation, it will improve the quality of their work at the Kubur Jawa Health Center.

This research is in line with the research previously conducted by Soegiarto (2016) which stated that Inspirational Motivation has a positive and significant influence on the performance of employees of the sales and marketing division p -value = 0.007. The results of this study are also in line with Sutrisno's theory. In this theory, motivation is very important in the context of human resource management because it affects employee performance and productivity.

In the individual consideration variable, a p -value of 0.027 is obtained, so that the p -value is less than α (0.05). The results of this analysis show that there is a relationship between individual considerations and the quality of employee work at the Kubur Jawa Health Center. This means that according to employees at the Kubur Jawa Health Center, individual considerations carried out by the leaders of the Kubur Jawa Health Center are one of the determining factors in the quality of employees' work. So that if employees get poor individual consideration, it will reduce the quality of their work at the Kubur Jawa Health Center. And vice versa, if employees get good individual consideration, it will improve the level of quality of their work at the Kubur Jawa Health Center.

This research is also supported by research conducted by Kisamiani (2021) which states that the transformational leadership style variable has a p -value = 0.002. This research is also in line with the research previously conducted by Santoso & Sudiro (2020) on the head of the room at Ken Saras Hospital, Semarang Regency which showed that aspects of the transformational leadership style in the form of Idealized (67.1%), Inspirational motivation (50%), Intellectual stimulation (67.1%), Individualized consideration of the head (72.9%) were well perceived by the head of the room to the nurse.

Based on the results of the Chi-Square statistical test, a p -value of 0.005 was obtained, so that the p -value was smaller than α (0.05). The results of this analysis show that there is an ideal influence relationship with the quality of work of employees at the Kubur Jawa Health Center. This means that according to employees at the Kubur Jawa Health Center, the ideal influence carried out by the leaders of the Kubur Jawa Health Center is one of the determining factors in the quality of employee work. So that if employees get a bad ideal influence, it will reduce the quality of their work at the

Kubur Jawa Health Center. And vice versa, if employees get a good ideal influence, it will increase the level of quality of their work at the Kubur Jawa Health Center.

This research is in line with the research previously conducted by Soegiarto (2016) which stated that Idealized Influence has a positive and significant influence on the performance of sales and marketing division employees $p\text{-value} = 0.020$. This shows that the performance of sales and marketing division employees is heavily influenced by the attention and drive to excel shown by supervisors.

The results of this study are also in line with R. Jaka Sarwadhana (2021). In his research, it was explained that the Leader is a role model in an Agency, so change must start from the highest level, namely the leader himself. The transformational leadership model is a very ideal leadership model, which should be applied by leaders. In transformational leadership, in addition to thinking about how to achieve the expected goals, the leader also thinks about the welfare of his employees and the leader has a strong influence that is able to change consciousness, raise enthusiasm and encourage employees to pursue the vision, mission, and goals of the Agency

4. Conclusion

Based on the results of the research that has been carried out, it can be concluded as follows:

- 1) There was a relationship between *motivational inspiration* and the quality of work of employees at the Kubur Jawa Health Center, Hulu Sungai Tengah Regency with a $p\text{-value}$ of 0.000.
- 2) There was a relationship between intellectual stimulation (*intellectual stimulation*) and the quality of work of employees at the Kubur Jawa Health Center, Hulu Sungai Tengah Regency with a $p\text{-value}$ of 0.000.
- 3) There was a relationship between individual *consideration* and the quality of work of employees at the Kubur Jawa Health Center, Hulu Sungai Tengah Regency with a $p\text{-value}$ of 0.027.
- 4) There was an *idealized influence* relationship with the quality of work of employees at the Kubur Jawa Health Center, Hulu Sungai Tengah Regency with a $p\text{-value}$ of 0.005.

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