

EMPLOYEE ENGAGEMENT CAN MODERATE THE EFFECT OF TRANSGLOBAL LEADERSHIP ON EMPLOYEE PERFORMANCE

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Abstract

This study is a quantitative study with an explanatory approach, namely an approach that uses previous literature as a support for the arguments being discussed. The data used in this article is primary data that researchers obtained from BUMN leaders and employees spread throughout Indonesia. The conclusion in this research show that the Transglobal Leadership variable can have a positive relationship direction and a significant influence on Employee Performance can be proven. This is due to the P-Values which are positive and below the significance level of 0.05, namely 0.001. This is because the Intelligence of the Leader and the Wisdom of the Leader in creating policies that can facilitate employee tasks can ultimately improve Employee Performance. In addition, in the next hypothesis, the Employee Involvement variable can strengthen the influence of the Transglobal Leadership variable on Employee Performance. This is because the same thing, namely the P-Values value is positive and below the significance level of 0.05, namely 0.000, which is smaller than direct testing of 0.001. Thus, it can be concluded that the first and second hypotheses can be accepted.

Keywords: Transglobal Leadership, Employee Performance, Employee Engagement

1. INTRODUCTION

A leader is an individual who leads, and leadership is a trait that a leader must have. Therefore, leadership is the ability to influence people to do and not do something (Yassin and Hasyim 2022). Leadership is influence, the art or process of influencing people so that they will strive to achieve group goals with will and enthusiasm (Yulianti et al. 2022). Northouse (2018) and Johnson (2017) in (Faizal Roni 2019) think the same way in defining leadership. Northouse defines leadership as the process by which an individual influences a group of individuals to achieve a common goal while Johnson sees leadership as a process of social influence where the leader is the person who delegates or influences others to act in order to carry out certain goals.

Leadership according to (Faizal Roni 2019) is the ability possessed by a person to influence others to work towards achieving goals and objectives. Meanwhile, according to (Rahmi Andini Nasution 2023) defines leadership as the process of directing and influencing activities related to the work of group members. This definition shows that leadership uses influence aimed at improving the abilities of a subordinate. Based on this definition, it can be concluded that leadership is an effort to influence others by providing encouragement and guidance in working together to pursue goals that have been mutually agreed upon.

According to (E 2012), operationally leadership functions can be divided into five main functions, namely: a. Instructive Function Where a leader functions as a communicator who determines what the contents of the order are, how to do a job, and where to do it so that decisions can be realized effectively. So that the function of the person being led is only to carry out orders. b. Consultative Function Where a leader can

use the consultative function as two-way communication. This is used when the leader tries to make decisions that require consideration and consultation with the people he leads. c. Participation Function Where the leader tries to move the people he leads, both in making decisions and in implementing them. Each member of the group gets the same opportunity to participate in carrying out activities outlined in the main tasks, according to their respective positions. d. Delegation Function Where the leader gives the authority to make or determine a decision. So that there is a leader's trust in the person who is given the authority to carry it out responsibly. This function should be realized because the progress and development of the group cannot be realized by a leader alone. e. Control Function Where effective leadership must be able to manage the activities of its members optimally. In carrying out this function, leaders can realize it through guidance, direction, coordination, and supervision activities (Asdar 2020).

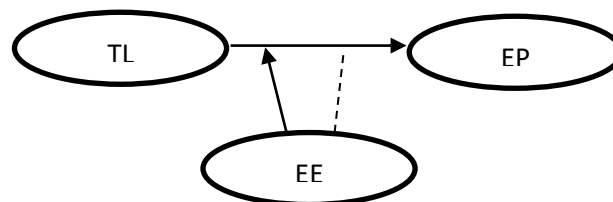
In addition to leaders and leadership, the term Leadership Style is also known. Leadership style can be defined as behaviors designed to integrate organizational goals with individual goals to achieve certain goals (Depitra and Soegoto 2018). Leadership style is a method used by a leader to influence the behavior of others. Each style has advantages and disadvantages. A leader will use a leadership style according to his abilities and personality (Erman and Fahroby 2022).

According to (Mulyono 2018), Leadership style is a way for leaders to influence their subordinates. So leadership style is similar to the selection and use of the right elements in order to achieve and improve organizational performance. Leadership style is a way for leaders to influence other people or subordinates in such a way that the person is willing to carry out the leader's wishes to achieve organizational goals even though personally it may not be liked. Leadership style functions to influence, move, motivate and discipline others in working so that each leader has a different leadership style between one leader and another, and each subordinate certainly has a different perception of the existing leadership style (Rati Wulandari 2019).

The leadership style referred to in this article is the Transglobal leadership style. The type of Transglobal Leadership Style is 6 intelligences. Including cognitive intelligence, moral intelligence, emotional intelligence, cultural intelligence, business intelligence and global intelligence. The combination of these six things is believed to have a positive and significant influence on Employee Performance. This study adds the Employee Engagement variable as a moderating variable.

2. RESEARCH METHODS

Figure 1
Model



Noted:

TL: Transglobal Leadership

EP: Employee Performance

EE: Employee Engagement

Based on the explanation above, it can be concluded that this study aims to analyze the influence of Transglobal Leadership on Employee Performance (Fahrizal, Bagia, and Susila 2020). Actually, there is no specific theory that analyzes the influence of Transglobal on Employee Performance (Yulianti et al. 2022). It's just that there has been no previous research that specifically discusses the influence of Transglobal Leadership on Employee Performance (Ghautama 2019). This study also adds the variable Employee Involvement as a moderating variable (Nugroho and Ratnawati 2021). This study is a quantitative study with an explanatory approach, namely an approach that uses previous literature as a support for the arguments being discussed (Rum, Sendow, and Pandowo 2019). The data used in this article is primary data that researchers obtained from BUMN leaders and employees spread throughout Indonesia with the following hypothesis (Rum, Sendow, and Pandowo 2019).

3. RESULT AND DISCUSSION

Background Analysis

A leader is an individual who leads, and leadership is a trait that a leader must have. Therefore, leadership is the ability to influence people to do and not do something (Yassin and Hasyim 2022). Leadership is influence, the art or process of influencing people so that they will strive to achieve group goals with will and enthusiasm (Yulianti et al. 2022). Northouse (2018) and Johnson (2017) in (Faizal Roni 2019) think the same way in defining leadership. Northouse defines leadership as the process by which an individual influences a group of individuals to achieve a common goal while Johnson sees leadership as a process of social influence where the leader is the person who delegates or influences others to act in order to carry out certain goals.

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Validity Test

The validity test stage is the opening stage to pass the next stages, namely the reliability test stage and the path coefficient stage. The validity test stage as an opening must ensure that each data used in this article. The following are the results of the validity test in this article (Sarstedt et al. 2014).

Table 1
Validity Test

Variable	Question Item	Loading Factor
Transglobal Leadership (X)	Leader intelligence in solving employee problems	0.873
	Leader wisdom is needed in creating regulations that make employee work easier	0.868
	Leader intelligence affects Employee Performance	0.877
	Leader wisdom usually always involves employees in every job	0.893
Employee Performance (Y)	Employee Performance can be influenced by Employee Involvement	0.881
	Employee Performance can be influenced by Transglobal Leadership	0.909
	Employee Performance can	0.925

	be influenced by leader intelligence	
	Employee Performance can be influenced by leader wisdom	0.931
Employee Engagement (Z)	Employee involvement can be influenced by Transglobal leadership style	0.985
	Employee involvement can affect Employee Performance	0.972

Valid > 0.70

Reliability Test

Reliability test has a function to ensure each variable in this case the Global Leadership variable, Employee Engagement variable, and Employee Performance variable. Based on this, the following are the results of the reliability test in this article which will be presented comprehensively (Supriyanto 2019):

Table 2
Uji Reliabilitas

Variable	Composite Reliability	Cronbach Alfa
Transglobal Leadership	0.895	0.855
Employee Performance	0.931	0.892
EmployeeEngagement	0.952	0.911

Reliable > 0.70

Path Coefisien

The Path Coefficient Stage is the final door that must be passed through in this article. This stage aims to find out whether the two hypotheses in this article can be proven or not. The hypothesis referred to in this article is that the Transglobal Leadership variable can have a positive relationship direction and a significant influence on Employee Performance. The next hypothesis is that the Employee Involvement variable can strengthen the influence of the Transglobal Leadership variable on Employee Performance (Ghozali 2016):

Table 3
Path Coefisien

Direct Influence	Variable	P-Values
		TL->EP
Indirect Influence	EE* TL->EP	0.000

Significant Level < 0.05

The researcher's hypothesis regarding the Transglobal Leadership variable can have a positive relationship direction and a significant influence on Employee Performance can be proven. This is due to the P-Values which are positive and below the significance level of 0.05, namely 0.001. This is because the Intelligence of the Leader and the Wisdom of the Leader in creating policies that can facilitate employee tasks can ultimately improve Employee Performance. In addition, in the next hypothesis, the Employee Involvement variable can strengthen the influence of the Transglobal Leadership variable on Employee Performance. This is because the same thing, namely the P-Values value is positive and

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4. CONCLUSION

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