

Effect of Emotional Intelligence on Transformational Leadership at Management Level in PT Tunas Baru Lampung TBK-Banyuasin

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Abstract

This study aims to determine and analyze the influence of Emotional Intelligence on Transformational Leadership at Management Level at PT. Tunas Baru Lampung, Tbk-Banyuasin. The research method that the author uses in this study is a quantitative research method with a descriptive approach with an emphasis on theory testing through the measurement of research variables through the distribution of research questionnaires. The population in this study amounted to 70 employees at the management level at PT. Tunas Baru Lampung, Tbk-Banyuasin. The sampling technique used in this study is probability sampling with the technique taken is Simple Random Sampling. The analytical technique used in this research is simple linear regression using SPSS version 25 software.

Keywords

emotional intelligence;
transformational leadership;
simple random sampling



I. Introduction

Human Resources Competency Competition is not only at local, national, and international levels. Therefore, every individual/organization must make efforts to improve their competence, business, or business proactively to survive. In this condition, it requires the presence of a leader who has a far-sighted vision, leadership who has a high sense of change, a leader who is aware of his position amid a constantly changing environment, and a leader who has an entrepreneurial spirit and spirit. Leaders who can communicate, have passion, and dare to take risks (Aris Nugroho, 2007)

These characteristics and types of leaders are shown by transformational leaders. This leadership style usually results in higher performance than transactional leadership (Dwi Putranti & Burhan, 2018). Transformational leaders show behaviors associated with idealistic, inspirational followers to motivate, stimulate intelligence and pay attention to individuals (Dwi Putranti & Burhan, 2018). Existing research focuses more on what is produced by a transformational leader (Dwi Putranti & Burhan, 2018). But still not discussing the factors that influence a transformational leader to influence the members he leads.

Several studies discuss the formation of a transformational leader in terms of Emotional Intelligence (EI), such as research (Dwi Putranti & Burhan, 2018) because Emotional Intelligence can increase a person's achievement, the success factor at work is not solely determined by formal education factors, not even determined by ability and intellectual intelligence but the biggest contribution that supports a person's success 20% is determined by IQ and 80% is filled by other forces including EI (Dwi Putranti & Burhan, 2018).

The current research addresses the issue of transformational leadership focusing primarily on outcomes at the individual level, for example, individual satisfaction (Ekaningsih, 2014), institutional level performance (R. Gopal & Rima Ghose Chowdhury et al, 2014), individual performance (Cavazotte, Moreno, & Bernardo, 2013) while little attention is paid to the influence of leaders on groups or organizational outcome processes (PD Harms & Crede, 2010). In further studies, it is necessary to focus on research on the behavior of a transformational leader. Organizations are experiencing the pace of organizational change to work in teams which in turn, many researchers have noted that leadership has important consequences for the group, focus on the group level, emphasis on team performance is very important because of the changes that occur in the work environment. According to Ivancevich, Konopaske and Matteson (Busro in Edward, 2020) that performance shows the ability and skills of workers. Performance is a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities (Wulandari, 2021). As more and more organizations are shifting to team-based work culture, leadership at the team level has become critical to successful team performance (Dwi Putranti & Burhan, 2018).

Following the theme of the research report with the title: «The Effect of Emotional Intelligence on Transformational Leadership at the Management Level at PT. Tunas Baru Lampung, Tbk», then as a final semester student chose PT. Tunas Baru Lampung, Tbk–Banyuasin as the object of research. This is because of PT. Tunas Baru Lampung, Tbk–Banyuasin, so that PT. Tunas Baru Lampung, Tbk–Banyuasin has certainly had good leadership and deserves to be studied.

PT. Tunas Baru Lampung, Tbk- Banyuasin is a provider of palm oil that is always in close contact with the community because it is a product that people always need for their daily needs. Transformational Leadership at PT. Tunas Baru Lampung, Tbk-Banyuasin has a leadership style that is good enough to motivate employees. This can be proven that there have been obstacles in the delay in the payday date and the lack of fast response to repairing damaged cars and heavy equipment can be an obstacle for truck drivers and other operators. So it can be seen that Transformational Leadership at PT.

II. Research Method

2.1 Object of Research

The object of this research was conducted at PT. Tunas Baru Lampung, Tbk-Banyuasin. Sidomulyo Village, Air Kumbang Subdistrict, Banyuasin Regency.

The object of this research consists of two variables, namely the Emotional Intelligence variable and the Transformational Leadership Style variable. Where the variables Emotional Intelligence is (X1) and transformational leadership style (X2) which is the independent variable (independent variables).

According to Sugiyono (2016), explaining the notion of the object of research is "Scientific targets to obtain data with certain goals and uses about something objective, valid and reliable about a thing (certain variables)".

2.2 Variable Operation

Operationalization of variables in research is an element of research related to the variables contained in the research title or included in the research paradigm under the results of the formulation of the problem. This theory is used as the basis or reason why something in question can indeed affect the related variable or is one of the causes.

2.3 Data Types and Sources

Data is a collection of facts that can be in the form of numbers, symbols, or writing obtained through observing an object. Data must be accurate and factual.

a. Types of Research

This type of research is using a quantitative research approach. This research is limited to the problem of the influence of Emotional Intelligence on Transformational Leadership at the Management level at PT. Tunas Baru Lampung, Tbk- Banyuasin.

b. Research Source

In this study, the data source used is primary data. Primary data is data obtained from research results directly from sources, namely respondents (not through intermediary media). Primary data was specifically collected by the researcher to answer the questions in this study.

Primary data is also data obtained from the first source either from individuals or individuals such as the results of interviews or the results of filling out questionnaires that are usually carried out by a researcher.

According to (Animah et al., 2020) primary data sources are data sources that directly provide data to data collectors. Primary data collection in this study by distributing questionnaires to all employees who are positioned as the manager of PT. Tunas Baru Lampung, Tbk-Banyuasin, totaling 45 people.

2.4 Data Collection Technique

a. Questionnaire

Questionnaires are data or information collection instruments that are operationalized in the form of items or questions.

b. Interview

The interview is a technique used to collect data or information by holding questions and answers to those who have the authority to provide data related to research.

Through this interview, the researcher explores data, information, and framework of information from research subjects. The interview technique used is a guided free interview, meaning that the questions asked are not fixed on the interview guidelines and can be deepened or developed according to the situation and field conditions.

c. Documentation

Documentation is collecting data and studying data obtained from literature books, journals, magazines, and so on related to the problem under study.

d. Observation

Observation is a data collection method in which researchers or their collaborators record information as witnessed during the study (Rabies Surveillance in Bali Province Et Al., 2014).

In this observation, the researcher uses a non-participant type of observation, that is, the researcher only observes directly the state of the object. This data collection technique is carried out by observing a phenomenon that exists and occurs. The observations made are expected to obtain data that is appropriate or relevant to the research topic. It will be observed as the Effect of Emotional Intelligence on Transformational Leadership at the Management Level at PT Tunas Baru Lampung Tbk-Banyuasin.

2.5 Population and Sample

The sampling technique in this study is Probability Sampling. One type of Probability Sampling technique used in this study is Simple Random Sampling, which is a sampling method that provides equal opportunities for each element of the population to be selected as sample members. In this study, samples were taken from about 70 people.

2.6 Analysis Techniques

According to (Sugiyono, 2016) Descriptive method is a method used to describe or describe the data that has been collected as it is without intending to make conclusions that apply to the general public or generalizations. This study provides a clear picture of Emotional Intelligence and Transformational Leadership Style at the management level. at PT. Tunas Baru Lampung, Tbk- Banyuasin.

This study uses a quantitative approach by testing hypotheses by analyzing the types of numerical data. As well as interpreting things that are directly related to the trends that exist in the research.

a. Descriptive Statistics

Descriptive statistics refer to the transformation of raw data into a form that will make it easier for the reader to understand and interpret the meaning of the data or numbers displayed. The main use of descriptive statistics is to describe the answers to observations. This includes the average. To find out the respondent's data, the researcher first looked for the data using the survey method.

So that researchers can easily determine the length of the interval in the measuring instrument so that the measuring instrument when used in measurements will produce quantitative data, a measurement scale is used. The measurement scale used by researchers in this study is the Likert scale. According to (Research et al., 2016) Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are translated into variable indicators. Then the indicator is used as a starting point for compiling instrument items in the form of statements or questions.

Table 1. Likert Scale Model

Answer Options	Value Weight	
	Positive Question (+)	Negative Question (-)
Strongly agree	5	1
Agree	4	2
Neutral	3	3
Don't agree	2	4
Strongly Disagree	1	5

Source: Sugiyono (2016:94)

If the data is collected, then data management is carried out, presented, and analyzed. In this study the authors use statistical tests, to know exactly the average level of each variable. The formula is as follows:

Variabel X $M_s = \frac{\sum X_i}{n}$	Variabel Y $M_s = \frac{\sum Y_i}{n}$
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Information:

Me = Average
Xi = Sum of the ith to nth X values
Yi = Sum of the ith to nth Y values
n = Number of respondents to be averaged

After obtaining the average of each variable then compared with the criteria that the researcher determined based on the lowest value and the highest value from the questionnaire results. The lowest value and the highest score for each researcher were taken from the number of statements in the questionnaire multiplied by the lowest value (1) and the highest value (5) which had been determined using a Likert scale. The Likert scale technique is used to measure answers.

b. Multiple Linear Regression Analysis

Linear regression analysis is used to obtain a mathematical relationship in the form of an equation between the dependent variable and the independent variable. This analysis is used to test how the influence of the independent variable (X) on the dependent variable (Y) is formulated as follows:

$$Y = a + bx + e$$

Information

Y = Dependent Variable (Transformational Leadership)
X = Independent Variable (Emotional Intelligence)
a = constant value
e = Standard Error

c. Validity and Reliability Test

1. Validity Test

According to (Maiti & Bidinger, 2017) the validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire can reveal something that will be measured by the questionnaire. Valid research is the result of research that has similarities between the two collected data and the data that occurs in the object under study.

2. Reliability Test

Reliability is a measuring tool to measure a questionnaire which is an indicator of a variable or constructs. The reliability test ensures whether the research questionnaire that will be used to collect data on research variables is reliable or not.

According to (Maiti & Bidinger, 2017) reliability is the extent to which measurement results using the same object will produce the same data. This study uses the Split half technique method, one instrument can be said to be reliable (Reliable) if it has a reliability coefficient of 0.700. To test the reliability of this research, the formula used is the Spearman-Brown formula as follows:

$$r = \frac{2 \cdot rb}{1 + rb}$$

Information:

r = reliability value of all instruments

RB = Product moment correlation between instruments (count), then the value of is compared with the number of respondents with a real level. count > table, the instrument is said to be reliable, otherwise if count < table, then the instrument is said to be unreliable.

d. Classic Assumption Test

The classical assumption test is used to assess whether or not the results of the regression analysis have been carried out, where by using the classical assumption test it can be seen to what extent the results of the regression analysis are reliable (Santoso 2013:393).

1. Normality Test

The data normality test aims to test whether the sample used has a normal distribution or not. In the linear regression model, this assumption is indicated by the nominal error (which is normally distributed). A good regression model is a regression model that has a normal distribution or is close to normal, so it is feasible to do statistical testing. Testing the normality of the data using the Kolmogorov-Smirnov test of normality in the SPSS program.

According to Santoso (2012: 393), the basis for making decisions can be based on probability (Asymptotic Significance), namely:

1. If Probability > 0.05 then the distribution of the regression model is normal.
2. If the probability < 0.05 then the distribution of the regression model is not normal.

2. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance or residuals or observations to other observations. Multicollinearity Test

The multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). A good regression model should not correlate with the independent variables. If the independent variables are correlated with each other, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values between independent variables are equal to zero (0). To detect the presence or absence of multicollinearity in the regression model is as follows:

1. Have a Tolerance number above (>) 0.1
2. Have a VIF value below (<) 10

e. F Test (Simultaneous Test)

(Maiti & Bidinger, 2017) said that the f test was carried out to test all independent variables, namely: Emotional Intelligence on one independent variable, namely Transformational Leadership. Hypothesis testing using the simultaneous test with the F-test aims to determine the effect of the independent variable on the dependent variable. The hypothesis put forward can be described as follows:

1. Formulating a hypothesis

Ho: $b_i = 0$, meaning that there is no significant effect between Emotional Intelligence on transformational leadership in the dependent variable.

Ha: $b_i \neq 0$, meaning that there is a significant influence between Emotional Intelligence on the dependent variable transformational leadership.

2. Determine the level of significance (level of significant (α))

Determine the significant level (α) = 5% with degrees of freedom (df) = (k-1); (nk). Thus the F-table is $F_{\alpha(k-1); (nk)}$.

3. Test Criteria

Ho is accepted if $F\text{-count} < F\text{-table}$ or significance $> (0.05)$

Ho is rejected if $F\text{-count} > F\text{-table}$ or significance $< (0.05)$

4. Conclusion

If Ho is accepted, it means that all independent variables consisting of Emotional Intelligence on transformational leadership at the management level simultaneously have no significant effect on PT. Tunas Baru Lampung, Tbk-Banyuasin. Conversely, if Ho is rejected, it means that the independent variable simultaneously has a significant effect on the dependent variable.

f. T Test (Partial Test)

According to (Maiti & Bidinger, 2017) the purpose of the t-test is to determine the effect between the independent variable and the dependent variable in a partial manner. To find out whether there is a significant effect of the independent variable. The partial hypothesis is needed to determine the extent of the relationship between one variable and another variable, and whether the relationship affects each other or not.

The basis for deciding to accept or reject Ho in this test is as follows.

1. If the significant value is > 0.05 , then Ho is accepted or Ha is rejected (the difference is not significant).
2. If the significant value is < 0.05 , then Ho is rejected or Ha is accepted (significant difference).

Paired T-test formula

$$t = \frac{\bar{d}}{SD / \sqrt{N}}$$

t = Value t count

= Average of sample 1 and 2 measurements

SD = Standard deviation of sample measurements 1 and 2

N = Number of samples

To interpret the Paired sample t-test, it must first be determined:

- Value

- df (degree of freedom) = Nk

For paired sample t-test df = N-1

- Compare the t-count value with the t-table value

Furthermore, the t count is compared with the t table with a significance level of 95%. the decision-making criteria are:

T table $>$ T count = Ho is accepted or Ha is rejected

T table $<$ T count = Ho is rejected or Ha is accepted

g. Operational Definition and Variable Measurement

Table 2. Research Variables, Operational Definitions, and Indicators

No	Variable	Definition	Variable/Indicator Measurement
1	variable <i>Emotional Intelligence</i> (X1)	The ability to recognize one's feelings and those of others to motivate oneself and manage emotions in oneself and others effectively	1. <i>Self-awareness</i> 2. <i>Self Management</i> 3. <i>Social Awareness</i> 4. <i>Social Skill</i>
2	Transformational Leadership (X2)	Transformational leadership enhances follower motivation, morale, and performance through various conformity mechanisms	1. <i>Individualized Considerations</i> 2. <i>Intellectual Stimulation</i> 3. <i>Inspirational Motivation</i> 4. <i>Idealized Influence</i>

III. Discussion

3.1 Results

a. Characteristics of Respondents

The data carried out in this study is primary data in the form of data obtained directly from the object of research. The data collection method used is by distributing questionnaires to the target respondents as many as 70 respondents which are distributed to employees at PT. Tunas Baru Lampung, Tbk-Banyuasin which is the sample in this study.

The 70 questionnaires distributed consisted of several questions that were given to employees at the management level at PT. Tunas Baru Lampung and Tbk-Banyuasin became the respondents and the variables studied were Emotional Intelligence as the independent variable and Transformational Leadership as the dependent variable. In this study, the questionnaire used a Likert scale with five alternative answers.

b. Characteristics of Respondents by Gender

Collecting data through questionnaires according to respondents based on gender, there are 70 respondents, which are obtained from the data results as follows:

Table 3. Characteristics of Respondents by Gender

		Gender			
		Frequen cy	Percen t	Valid Percent	Cumulative Percent
Valid	1	50	71.4	71.4	71.4
	2	20	28.6	28.6	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data Processing Version 25, 2022

From the results of distributing questionnaires to employees at PT. Tunas Baru Lampung, Tbk-Banyuasin and calculated using the SPSS version 25 application. The results obtained from processing data on the characteristics of respondents based on gender in the

table above, the number of respondents, and male employees at PT. Tunas Baru Lampung, Tbk-Banyuasin, namely 50 people or equivalent to 71.4%, and female employees, namely 20 people or equivalent to 28.6%. So, it can be stated that the largest number of respondents in this study is male with a percentage of 71.4%.

c. Characteristics of Respondents Based on Age

Table 4. Characteristics of Respondents Based on Age

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	16	22.9	22.9	22.9
	2	54	77.1	77.1	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 2, it can be seen that there are more respondents aged > 30 years and respondents aged > 30 years are 54 people or 77.1% while respondents aged 20-30 years are 16 people or 22.9%. This is because ages > 30 are more productive to do work.

d. Characteristics of Respondents Based on Education

Table 5. Characteristics of Respondents Based on Education

		Last education			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	18	25.7	25.7	25.7
	2	7	10.0	10.0	35.7
	3	42	60.0	60.0	95.7
	4	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 5 shows that of the 70 respondents studied, there are 18 high school respondents or 25.7%, there are 7 Diplomas or 10.0%, 42 people or 60.0% with Bachelor's degrees, and only 3 respondents with Master's education or 4.3%.

e. Characteristics of Respondents Based on Length of Work

Overview of the length of employment of employees of PT. Tunas Baru Lampung, Tbk-Banyuasin can be seen from table 6 below:

Table 6. Characteristics of Respondents Based on Length of Work

		Length of work			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	5.7	5.7
	2	17	24.3	24.3	30.0
	3	49	70.0	70.0	100.0
	Total	70	100.0	100.0	

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 6 shows that of the 70 respondents studied, respondents with a working period of 1 year were 4 people or 5.7%, respondents with a working period of 2-3 years were 17 people or 24.3%, and respondents with a working period of >3 years as many as 49 people or 70.0%.

f. Characteristics of Respondents Based on Management Level

Table 7. Characteristics of Respondents Based on Management Level

		Management Level			
		Frequen cy	Percen t	Valid Percent	Cumulative Percent
Valid	1	8	11.4	11.4	11.4
	2	9	12.9	12.9	24.3
	3	8	11.4	11.4	35.7
	4	12	17.1	17.1	52.9
	5	21	30.0	30.0	82.9
	6	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

Source: SPSS Data Processing Results Version 25, 2022

Based on table 7 above, the researcher concludes from the results of the questionnaire that it can be seen that the level of management at PT. Tunas Baru Lampung, Tbk-Banyuasin is the Head of Production 8 people or 11.4%, Foreman 9 people or 12.9%, Askep 8 people or 11.4%, Aslap 12 people or 17.1%, Administration 21 people or 30.0 % and 12 supervisors or 17.1%.

g. Tabulation Results

1. Emotional Intelligence Tabulation Results

Table 8. Tabulation of Emotional Intelligence (X) Variables

No	STATEMENT	TP	JR	KK	SR	SL	AMOUNT	Average
1	I can be calm and control myself when in a difficult situation	0	23	47	0	0	187/70	2.67
		0.0%	32.8%	67.1%	0.0%	0.0%	100%	
2	I can express my feelings to other people	1	1	7	53	8	276/70	3.94
		1.5%	1.5%	10%	75.7%	11.4%	100%	
3	I can handle emotions in such a way that they have a positive impact	0	23	24	23	0	210/70	3
		0.0%	32.8%	34.2%	32.8%	0.0%	100%	
4	I can recognize feelings within myself	0	0	46	24	0	234/70	3.34
		0.0%	0.0%	65.7%	43.2%	0.0%	100%	
5	I can act as I wish without having to be directed by others	0	0	46	24	0	234/70	3.34
		0.0%	0.0%	65.7%	43.2%	0.0%	100%	

6	I can plan everything carefully without the help of others	3	8	46	10	3	212/70	197.2
		4.28%	11.4%	65.7%	14.2%	4.28%	100%	
7	I don't mind doing community service in the office	3	5	51	10	1	211/70	3.15
		4.28%	7.14%	72.8%	14.2%	1.5%	100%	
8	I take part in the competition if it is held in the office environment	0	24	24	22	0	280/70	4
		0.0%	34.2%	34.2%	31.4%	0%	100%	
9	I can solve problems and provide solutions when coworkers have difficulties or problems	0	23	47	0	0	187/70	2.67
		0.0%	32.8%	67.1%	0%	0%	100%	
10	I help cover up my coworkers' weaknesses	0	23	0	47	0	234/70	3.34
		0.0%	32.8%	0%	67.1%	0%	100%	

Source: SPSS Data Processing Results Version 25, 2022

From the results of the distribution of questionnaires conducted on employees at PT. Tunas Baru Lampung and Tbk-Banyuasin obtained tabulated data managed by researchers using the SPSS 25.0 application, then these results were obtained from the Emotional Intelligence variable (X) in table 7.

2. Transformational Leadership Tabulation Results

Table 9. Tabulation of Transformational Leadership Variables (Y)

No	STATEMENT	TP	JR	KK	SR	SL	AMOUNT	Average
1	Leaders can keep anger when employees make mistakes at work	0	0	23	47	0	257/70	3.62
		0%	0%	32.8%	67%	0%	100%	
2	Leaders provide good direction and set an example of what is right when employees make mistakes	0	0	47	23	0	233/70	3.79
		0.0%	0%	67%	32.8%	0%	100%	
3	Leaders realize that every employee as an individual has different needs from one another	6	2	40	13	9	227/70	4.17
		8%	2.8%	57%	18.5%	12.8%	100%	
4	There is mutual trust between leaders and subordinates	2	9	38	11	10	228/70	3.77
		2.8%	12.8%	54%	15.7%	14.2%	100%	
5	Leaders give full	2	1	43	24	0	231/70	4.26

	rights to employees to take the initiative in completing work	2.8%	1.5%	61.4%	34.2%	0.0%	100%	
6	Leaders accept employee ideas that have never been submitted before	0	1	46	23	0	162/70	3.82
		0.0%	1.5%	65.7%	32.8%	0.0%	100%	
7	Leaders give awards to employees who have ideas or ideas for the achievement of company goals	0	2	42	24	2	246/70	4.03
		0.0%	2.8%	60%	34%	2.8%	100%	
8	Leaders always appreciate any suggestions or criticisms given by employees	0	0	46	24	0	234/70	4.06
		0.0%	0.0%	65.7%	34%	0.0%	100%	
9	I am responsible for what I have done	1	1	43	20	5	237/70	4.14
		1.4.0 %	1.4%	61.4%	28.5%	7.1%	100%	
10	I have a firm and straightforward attitude	0	23	23	24	0	211/70	4.21
		0.0%	32.8%	32.8%	34.2%	0.0%	100%	

Source: Processed Data, 2022

From the results of the distribution of questionnaires conducted on employees at PT. Tunas Baru Lampung and Tbk-Banyuasin obtained tabulated data managed by researchers using the SPSS 25.0 application, then these results were obtained from the Transformational Leadership variable (Y) in table 9.

h. Data Analysis Results

1. Validity Test

The questionnaire will be said to be valid if the questions on the questionnaire can reveal something that will be revealed by the questionnaire (Sugiyono, 2017). The validity test decision criteria are as follows:

- 1) If r count: $> r$ table then the questionnaire is valid
- 2) If r count: $< r$ table then the questionnaire is not valid

The results of testing the validity of organizational culture variables can be seen in the following table:

Table 10. Emotional Intelligence Validity Test

Statement Number	Description	Total	Information
X1	<i>Pearson Correlation</i>	,929 **	Valid
X2	<i>Pearson Correlation</i>	,304 **	Valid
X3	<i>Pearson Correlation</i>	,852 **	Valid
X4	<i>Pearson Correlation</i>	,383 **	Valid
X5	<i>Pearson Correlation</i>	,383 **	Valid
X6	<i>Pearson Correlation</i>	,162 **	Valid

X7	<i>Pearson Correlation</i>	.071 **	Valid
X8	<i>Pearson Correlation</i>	0.080 **	Valid
X9	<i>Pearson Correlation</i>	,929 **	Valid
X10	<i>Pearson Correlation</i>	,929 **	Valid

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 10 above, it is explained that the validity test results have 10 instrument statement items that have an r table value of 0.246. This shows that the calculated r value of the Emotional Intelligence variable is greater than the r table which means that all statements are declared valid.

Table 11. Transformational Leadership Validity Test (Y)

Statement Number	Description	Total	Information
Y1	<i>Pearson Correlation</i>	,865 **	Valid
Y2	<i>Pearson Correlation</i>	,593 **	Valid
Y3	<i>Pearson Correlation</i>	,315 **	Valid
Y4	<i>Pearson Correlation</i>	,396 **	Valid
Y5	<i>Pearson Correlation</i>	,247 **	Valid
Y6	<i>Pearson Correlation</i>	,537 **	Valid
Y7	<i>Pearson Correlation</i>	,476 **	Valid
Y8	<i>Pearson Correlation</i>	,269 **	Valid
Y9	<i>Pearson Correlation</i>	,431 **	Valid
Y10	<i>Pearson Correlation</i>	,652 **	Valid

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 11 above, it is explained that the results of the validity test have 10 instrument statement items that have an r table value of 0.246. This shows that the calculated r value of the Transformational Leadership variable is greater than the r table which means that all statements are declared valid.

2. Reliability Test

The reliability test can be seen from the magnitude of the Cronbach alpha value of each variable. Cronbach alpha is used to show the consistency of respondents in responding to all statement items. In the reliability test of the questionnaire, it is said that the Cronbach alpha value is > 0.60.

Table 12. Emotional Intelligence Variable Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
0.706	11

Source: SPSS Data Processing Results Version 25, 2020

Based on table 12, it is known that the Cronbach alpha variable for Emotional Intelligence is 0.706, it can be concluded that the Emotional Intelligence variable is declared reliable because the Cronbach alpha is 0.6.

Table 13. Transformational Leadership Variable Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.684	11

Source: Results of SPSS Data Processing Version 25, 2022

Based on table 13, it is known that the Cronbach alpha table for the Transformational Leadership variable is 0.684, it can be concluded that the Transformational leadership variable is declared reliable because the Cronbach alpha is 0.6.

i. Simple Linear Regression Analysis

Table 14. Simple Linear Regression

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	15.591	.138		.000
	Emotional Intelligence	.582	.005	.998	.000

a. Dependent Variable: Transformational Leadership

In the results of simple linear regression calculations, the regression coefficient value for the Emotional Intelligence (X) variable is 0.582 and the constant value is 15.591. Based on this value, the form of a simple linear regression equation is obtained as follows $Y=15.591+0.582X$. This means that if the Emotional Intelligence variable (X) has increased by 1 unit, the value of the Transformational Leadership variable (Y) has increased by 0.582.

j. Classic Assumption Test Results

1. Normality Test

Table 15. Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters ^{a,b}	mean	.0000000
	Std. Deviation	1.80495526
Most Extreme Differences	Absolute	.116
	Positive	.116
	negative	-.068
Test Statistics		.116
asympt. Sig. (2-tailed)		.021 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Data processed using SPSS 25

From the results of the normality test using the One-Sample Kolmogorov-Smirnov method, a significant result from the normality test was 0.021 where the result was greater than the significance level of 0.05. So, it can be interpreted that the normality test of the data in this study is normally distributed.

2. Multicollinearity Test

Table 16. Multicollinearity Test

		Coefficients ^a				Collinearity Statistics	
Model		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.	
1	(Constant)	10,066	2.053		4,903	.000	
	EMOTIONAL INTELLIGENCE	.763	.067	.809	11,331	.000	1,000 1,000

a. Dependent Variable: TRANSFORMATIONAL LEADERSHIP

Source: Data processed using SPSS 25

The calculation results in the table of multicollinearity test results show that the VIF value is not more than 10, meaning that the independent variable is protected from multicollinearity symptoms.

m. Hypothesis Testing

1. F Uji Test

Table 17. F Test

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	424,407	1	424,407	128,384	.000 ^b
	Residual	224,793	68	3.306		
	Total	649,200	69			

a. Dependent Variable: Transformational Leadership

b. Predictors: (Constant), Emotional Intelligence

Source: Data processed using SPSS 25

Based on table 17 to test the relationship of the independent variables to the dependent variable, such as simultaneous views from the calculated f column and sig column, it can be interpreted that:

Emotional Intelligence variables simultaneously or together have a significant influence on Transformational Leadership. This is indicated by a significance level of $0.000 < 0.05$ and also the results of f count ($128.384 < f$ table (3.13) which means that the Emotional Intelligence variable simultaneously or together does not have a significant effect on the Transformational Leadership variable (y).

2. T Test

Table 18. F Test

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	10,066	2.053		4,903
	Emotional Intelligence	.763	.067	.809	11,331

a. Dependent Variable: Transformational Leadership

Source: Results of SPSS Data Processing Version 25, 2022

Based on the output results above, the t value for the Emotional Intelligence (X) variable is 4.903. Because the value of the t count is known, the next step is to compare it with the t table. While the value of the t table is 1.667. Because the t-value of the variable (X) is 4.903 which is greater than the t-table value of 1.667, it can be concluded that “There is an influence of Emotional Intelligence (X) on Transformational Leadership (Y).

3.2 Discussion

This study discusses the Effect of Emotional Intelligence on Transformational Leadership at the Management Level at PT. Tunas Baru Lampung, Tbk-Banyuasin. Emotional intelligence is the ability to read and understand other people, and the ability to use knowledge to influence others through the regulation and use of emotions.

The latest leadership models such as transformational leadership will play an important role for every organization. Transformational leadership involves developing closer relationships between leaders and followers, which are based on approaches and relationships.

Based on the results of calculations that have been researched and explained by the author, it can be seen that Emotional Intelligence has an effect on Transformational Leadership at the Management Level at PT. Tunas Baru Lampung, Tbk-Banyuasin. And the results of the calculation of the validity test show that the question items used to regulate the variables used in this study have an r-count value that is greater than the r-table value. For the sample with a total of 70 people.

IV. Conclusion

This research was conducted to examine the Effect of Emotional Intelligence on Transformational Leadership at Management Level at PT. Tunas Baru Lampung, Tbk-Banyuasin. Based on the results of the research hypothesis testing and discussion, the conclusions are as follows: Emotional Intelligence has a significant effect on Transformational Leadership at Management Level at PT. Tunas Baru Lampung, Tbk-Banyuasin.

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