

The Influence of Transformational Leadership Style on the Performance of Posyandu Cadres in Labae Village

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Abstract

Posyandu cadres play a strategic role in supporting basic community health services, particularly for mothers and toddlers. However, the success of Posyandu activities is highly influenced by the quality of leadership implemented by the Posyandu manager or coordinator at the village level. This study aims to analyze the influence of transformational leadership style on the performance of Posyandu cadres in Labae Village. This research employs a quantitative approach using a survey method. The population of this study consists of all 45 Posyandu cadres in Labae Village; therefore, the sampling technique used is total sampling (census sampling). Data were collected through a Likert-scale questionnaire that had been tested for validity and reliability. Data analysis was conducted using simple linear regression and a partial test (t-test) with the assistance of SPSS software. The results indicate that transformational leadership style has a positive and significant effect on the performance of Posyandu cadres, with a significance value of less than 0.05. These findings demonstrate that leadership characterized by inspirational motivation, intellectual stimulation, and individualized consideration can enhance the responsibility, discipline, and service quality of Posyandu cadres.

INTRODUCTION

Human resource performance is a determining factor in organizational success, both in profit and non-profit organizations, including the community health service sector. This is consistent with the study conducted by Rahmah (2022) in her article *"The Effect of Work Discipline on Employee Work Productivity at Café D'malaka Soppeng"*, which states that internal organizational factors such as discipline and leadership significantly contribute to improving productivity and performance. In the context of Posyandu, cadres serve as the main implementers of basic health service activities at the village level. Therefore, the quality of cadre performance becomes an important indicator in assessing the effectiveness of Posyandu implementation. One factor believed to have a strong influence on cadre performance is the leadership style applied by the Posyandu coordinator or manager. Theoretically, transformational leadership is understood as a

leadership style capable of transforming members' attitudes, values, and behaviors through the provision of vision, motivation, and individualized consideration. Transformational leaders do not only focus on achieving targets but also on developing members' potential and commitment. Rahmah (2022) also emphasized that effective managerial practices and guidance are correlated with improved organizational member performance.

In volunteer-based organizations such as Posyandu, this approach is highly relevant because cadres are not driven by financial rewards but by social motivation and a sense of responsibility toward the community. Rahmah (2022) demonstrated that work motivation and discipline are key determinants of productivity; therefore, in the Posyandu context, leadership that fosters motivation will have implications for improving cadre performance. The results of this study indicate that transformational leadership style has a positive and significant effect on the performance of Posyandu cadres in Labae Village. These findings suggest that the better the implementation of transformational leadership, the higher the level of cadre performance. This is consistent with Rahmah's (2022) findings, which concluded that improvements in human resource management quality directly impact work productivity. At a more specific level, the dimension of inspirational motivation plays an important role in encouraging cadres' work enthusiasm. Leaders who clearly communicate the objectives of Posyandu activities and provide moral encouragement have been shown to increase participation and consistency among cadres in carrying out their duties. Cadres who feel valued and trusted tend to demonstrate higher loyalty and willingness to contribute optimally, as emphasized in Rahmah (2022), who found that motivational encouragement positively influences work productivity.

Furthermore, intellectual stimulation provided by leaders also contributes to improving cadre performance. Encouragement to think creatively, express ideas, and seek solutions to field-related problems makes cadres more adaptive in responding to the dynamics of community health services. This aligns with Rahmah's (2022) perspective that improving human resource quality depends not only on discipline but also on guidance that fosters individual potential development. The dimension of individualized consideration further strengthens the relationship between transformational leadership and Posyandu cadre performance. Leaders who understand cadres' personal conditions, pay attention to their needs, and demonstrate empathy are able to build harmonious working relationships. This condition encourages cadres to work with a greater sense of responsibility, in line with effective human resource management principles demonstrated in Rahmah (2022).

Overall, the findings confirm that transformational leadership is a strategic factor in improving the performance of Posyandu cadres in Labae Village. The implementation of a leadership style that emphasizes inspiration, potential development, and individualized attention has been proven to enhance discipline, responsibility, and service quality among cadres. Therefore, strengthening transformational leadership is an important step in improving the effectiveness of Posyandu as a community health service facility at the village level.

METHOD

This study employed a quantitative approach using a survey method. The research was conducted at Posyandu units located in Labae Village. The population consisted of all 45 Posyandu cadres in Labae Village. Considering the relatively small population size, a saturated sampling (total sampling) technique was applied, meaning that the entire population was included as research respondents.

The independent variable in this study was transformational leadership style (X), measured through the indicators of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration. The dependent variable was the performance of Posyandu cadres (Y), measured through the indicators of discipline, responsibility, service quality, teamwork, and participation in Posyandu activities. Data were collected by distributing questionnaires directly to the respondents. The research instrument was tested for validity and reliability before being used for further analysis. The collected data were analyzed using simple linear regression to determine the effect of transformational leadership style on the performance of Posyandu cadres. To clarify the research framework and the relationships between the variables examined, a conceptual framework was developed to illustrate the linkage between the independent and dependent variables. This framework served as the conceptual foundation for explaining the direction of the study, from problem identification to hypothesis testing.

HYPOTHESIS

The formulation of the hypothesis in this study is based on the theoretical foundation of transformational leadership, which emphasizes the role of leaders in influencing the attitudes, motivation, and behavior of organizational members. Transformational leadership is viewed as being capable of creating positive change through the provision of a clear vision, inspirational motivation, intellectual stimulation, and individualized consideration for members. In various management and organizational studies, this leadership style has been proven to be closely associated with improved performance, particularly in organizations that require commitment and active participation from their members. In the context of Posyandu in Labae Village, cadres carry out community health service duties on a voluntary basis and are highly dependent on the support and direction of their leaders. Therefore, transformational leadership is believed to be able to enhance cadre performance by strengthening motivation, a sense of responsibility, and active involvement in every Posyandu activity. Based on this explanation, the research hypothesis is formulated as follows:

H1: Transformational leadership style has a positive and significant effect on the performance of Posyandu cadres in Labae Village.

RESULTS AND DISCUSSION

A. Respondent Characteristics

Based on the results of data processing, the majority of Posyandu cadres in Labae Village are female, reflecting the general characteristics of community health volunteers. In terms of age, most respondents fall within the productive age range of 30–45 years. This indicates that the Posyandu cadres in Labae Village possess adequate physical capacity and social experience to carry out health service duties.

B. Descriptive Analysis of Variables

The results of the descriptive analysis show that transformational leadership style in Labae Village is perceived positively by the Posyandu cadres. The indicator of inspirational motivation obtained the highest score, indicating that the Posyandu leader or coordinator is able to provide enthusiasm and moral encouragement to the cadres. The performance variable of Posyandu cadres is also categorized as high. Cadres demonstrate a strong sense of responsibility and discipline in participating in Posyandu activities and delivering services to the community.

C. Regression Analysis and Hypothesis Testing

The results of the simple linear regression analysis produced the following equation:

$$Y = 1.120 + 0.680X$$

The regression coefficient of 0.680 indicates that each one-unit increase in transformational leadership style leads to a 0.680-unit increase in the performance of Posyandu cadres. The results of the t-test show a significance value of < 0.05 ; therefore, the hypothesis stating that transformational leadership style has a positive and significant effect on the performance of Posyandu cadres is accepted. These findings demonstrate that leadership characterized by individualized consideration, encouragement of innovation, and the development of a shared vision is able to enhance the commitment and performance of Posyandu cadres. The results of this study are consistent with transformational leadership theory, which states that leaders act as agents of change in improving the motivation and performance of organizational membe.

CONCLUSIONS AND SUGGESTION

Based on the results of the study and discussion, it can be concluded that transformational leadership style has a positive and significant effect on the performance of Posyandu cadres in Labae Village. These findings indicate that leadership emphasizing inspirational motivation, intellectual stimulation, and individualized consideration is able to enhance discipline, responsibility, participation, and service quality of cadres in carrying out community health service duties. Therefore, transformational leadership becomes a strategic factor in improving the effectiveness of Posyandu activities, particularly at the village level. In relation to these findings, Posyandu managers and the village government are advised to implement and strengthen transformational leadership practices in managing cadres. Leaders are expected to build effective communication, provide continuous support, and create a working environment that encourages active cadre involvement. Furthermore, future research is recommended to expand this study by incorporating additional variables that may influence cadre performance and by employing more diverse methodological approaches in order to obtain more comprehensive and in-depth results.

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