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Correlation between Transformational Leadership Style with Employee Stress at the PDAM Surya Sembada Surabaya City

Hubungan antara Gaya Kepemimpinan Transformasional dengan Stres Kerja Karyawan PDAM Surya Sembada Kota Surabaya

1. Wahyu Hamdani --> - / wahyuhamdianamar@yahoo.co.id

Abstract

This research aims to determine the correlation between transformational leadership style with employee stress at the PDAM Surya Sembada Surabaya City. The variables in this study is a transformational leadership style (X) and employee stress (Y). The population in this study were employees of the PDAM Surya Sembada Surabaya City active and has worked as an employee of the PDAM Surya Sembada Surabaya City min during last 15 months with a minimum high school education or equivalent. Sampling in this study is by way of a simple random. In this study, the sample totaled 278 employees.

Transformational leadership style in this study is the leadership style that motivates employees to achieve performance beyond expectations by transforming attitudes, beliefs, and values of its employees as opposed to the acquisition of pleasure. Job stress is a function of how demanding a job a person and how much control people have over their own responsibility. Measurement of variables using a scale transformational leadership style which is owned by scale adaptation A.E. Rafferty and M.A. Griffin consists of 15 items and the scale of job stress scale adaptation of employees who are owned by Guimaraes, M., et al consisted of 17 items. Data analysis was performed with a statistical technique spearman rank SPSS 11.5 for windows.

Based on the analysis of data obtained by the correlation coefficient between transformational leadership style with employee stress is equal to -0.450 with a p of 0.000. This suggests that there is a significant relationship between transformational leadership style with employee stress PDAM Surya Sembada Surabaya City.

Keyword : leadership, style, transformational, leadership, job, stress,

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