

THE EFFECT OF TRANSFORMATIONAL LEADERSHIP TO IMPROVE MOTIVATION IMPLICATIONS ON PERFORMANCE OF EMPLOYEES USING MODIFIED INFORMATION TECHNOLOGY

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ABSTRACT: *Banking or financing activity that complies with sharia (Islamic law) and its practical application through the development of Islamic economics. Some of the modes of Islamic banking/finance include mudarabah, wadiah, musharaka (joint venture), murabahah (cost plus), and Ijara (leasing). Sharia prohibits riba, or usury, defined as interest paid on all loans of money (although some Muslims dispute whether there is a consensus that interest is equivalent to riba). Investment in businesses that provide goods or services considered contrary to Islamic principles (e.g. pork or alcohol) is also haraam. The main issue in Indonesia is that profit-oriented organizations, whether privately owned enterprises, central government or local government, have not been fully led by leaders with leadership qualities, whereas business organizations are the spearhead of every country in the globalization competition.*

KEYWORDS: Leadership, Sharia Bank, Profit Taking, Employee

INTRODUCTION

The banking world is inseparable from human life, because all human activities involve finance and require banking facilities. In the world of banking institutions that play an important role is the bank, the main function of banks is collecting funds from the community and channeling back in various forms of investment that can generate profits. Therefore, the bank is a business segment whose activities are widely regulated by the government (Siamat, 2005: 275). The development of bank institutions runs dynamically and has a very rapid progress, especially sharia banking. Bank Syariah increasingly in demand by the community, especially the Muslim community because of the tendency of Bank Syariah both in maintaining the financial cycle well despite being in the economic crisis in Indonesia, as well as Islamic Bank provides financial transaction services conducted according to moral values and principles of sharia in Islam. In the process of Sharia Bank is required to conduct activities that avoid usury, it becomes a challenge for Sharia Bank. In facing these challenges, Sharia Bank is required to maintain good cycles from Sharia Bank and even improve its development by implementing Islamic religious regulation. So Sharia Bank should always maintain and improve its performance in order to create a healthy banking, effective and efficient.

REVIEW OF LITERATURE

The phenomenon of the development of sharia financial institutions opened the eyes of the government to participate in the total development of sharia financial institutions by issuing Law No.3 of 2006 on sharia banking. So for the world of sharia banking Law. 3 of 2006 is a

fresh breeze to further establish itself in performing actions related to the operationalization of sharia-based financial institutions. How not, for approximately 15 years of Islamic banking in Indonesia running with a question mark, in case of dispute where to be resolved. Thus, in the future, sharia banks in their operations need to take action and efforts to optimize the work of two main instruments, namely to avoid risks and tighten supervision, this is important to do in order to avoid the occurrence of things related to the emergence of disputes between banks, customers and parties third.

The activities of Bank Syariah in carrying out the banking process is to provide funds in the form of financing. financing is an activity of spending funds to support investments that have been planned, conducted alone or run with others. The types of sharia financing according to its objectives are divided into syariah working capital financing, sharia investment financing, and consumptive financing of sharia. Contract or principles which become the basis of Bank Syariah operations in distributing financing are divided into 4 kinds, namely the principle of sale and purchase (murabahah, salam and istishna), the principle of profit sharing (mudharabah and musyarakah), the principle of rent (ijarah and ijarah muntahhiyah bittamlik), as well as complementary (hiwalah, rahn, qardh, wakalah, and kafalah). Based on statistics of Bank Indonesia, the main patterns of financing that dominate in Sharia Banks are the principle of sale and purchase and the principle of profit sharing. Principles of sale and purchase shall be done in relation to the transfer of property rights of goods or objects, buying and selling activities can be differentiated based on the form of payment and time of submission. Murabahah principle is a sale and purchase transactions in which Sharia Banks mention the amount of profit consists of selling price, the selling price is the purchase price of the Bank from the supplier plus the profit (margin). While greeting is a sale and purchase transactions in which the goods are traded is not there, the goods are handed out on a tough basis while the payment is made in cash. In this transaction, the quantity, quality, price, and delivery time of goods must be determined with certainty. To istishna " contract resembles a salam product, but in istishna 'payment can be made by Sharia Bank in several payment terms. Through transaction financing, Bank Syariah will receive a mark up or profit margin.

The principle of profit sharing is the division between the profit and loss of income received on the results of the business that has been done. The principle of profit sharing in Islamic Banks can be done in four main contracts, namely: musharaka, mudharabah, muzara'ah and musaqah. However, the principle that is widely used is musyarakah and mudaraba. Musyarakah is a form of business involving two or more parties in which they bring together all tangible and intangible resources. Gains and losses shall be borne together in proportion as determined beforehand. While mudharabah is a business cooperation agreement between the owner of the fund and the fund manager to conduct business activities, the profit is distributed in accordance with the profit-sharing ratio according to the agreement of both parties, whereas in case of loss will be borne by the owner of the fund. (Shafi'i, 2007).

In the process of financing activities there are linkages from outside parties such as people who apply for financing and did not rule out the possibility that there will be problematic or stalled financing. A problematic financing is a loan that has difficulty repayment due to intentional factors and / or external factors beyond the control capability of borrower customers. According Siamat (2005), troubled financing is a loan that has difficulty repayment due to intentional factors and or due to external factors beyond the ability of the borrower's customer control. Non Performing Financing is the ratio used to measure the ability of bank management to manage the problematic financing that can be met with earning assets owned by a bank.

Sharia banking is a bank institution that is managed by the principles of sharia. The presence or establishment of sharia banking, should depart from the objective conditions with the decision of the ummah or the demands of the economy. Then, in order for sharia banks to survive and develop, institutional management must be credible and the implementation of their business activities must be professional. The development of sharia banks in Indonesia, of course, there must be support from human resource management (HR) quality. Therefore, it is impossible for a sharia bank to achieve success without a qualified sharia Islamic management.

One of the problems that is not less complicated faced by Islamic banks, namely: First, the issue of human resources. In this case the rise of sharia banking in Indonesia is not balanced with adequate human resources. Especially human resources who have background knowledge in sharia banking. Secondly, the lack of sharia banking academics, where much more education is oriented towards the introduction of conventional economics than the Islamic economy, which in turn concerns the Islamic economy in particular the sharia banking is neglected and less attention. The development of sharia banking must also be supported by adequate human resources, both in terms of quality and in terms of quantity. However, the existing reality shows that there are still many human resources who have been involved in sharia institutions, do not have academic and practical experience in Islamic Banking. Of course, this condition significantly affects the productivity and professionalism of sharia banking itself.

One factor that determines the performance improvement of a bank institution is the availability of qualified human resources and supporting infrastructure. Qualified human resources required by syariah banks are human resources who understand the concept of Islamic banking and sharia economics, and psychologically he has a high spirit of Islam. Human resources who only understand about the science of Islamic banks and sharia economy, but do not have a high Islamic spirit, then the science is like no soul. So that in everyday activities he has no sense of belonging (sense of belonging) and sense of responsibility (sense of responsibility) towards the progress of sharia banks.

Conversely, human resources who only have a high spirit of Islam but do not have knowledge of Islamic banks or sharia economy, he is like a person who walks without direction. Until now still rare practitioners of sharia banking that has both of these things. So that sharia banks should start thinking to develop their human resources to balance their ability in the science of Islamic banks and psychologically also able to build Islamic spirit in itself (Cut Nur Halimah, 2016). The effort to prepare for Islamic banking human resources qualification in the future, especially directed to the effort of professional enhancement which is not only related to the problem of skill and skill, but much more important is concerning moral commitment and profound business ethics for the profession it undergoes. Understanding and unreal manifestation of religious moral values is an absolute requirement for future sharia banking actors .

By understanding the nodes of the problems that occur and the policies that have been done, in order to realize the quality of sharia banking human resources, need to focus on efforts that lead to increased understanding of related aspects, such as shareholders and managers / managers of sharia banking . Challenges and at the same time great opportunities that require struggle with high religious values, need to be continuously done by the financial institutions and sharia education in order to grow human resources syariah banking ikhsan, in order to establish the development of Islamic banking business to be able to overcome the competition in the market mechanism environment, both nationally and globally.

DISCUSSION

Employee performance is very important in the company. Based on the observations of researchers of Bank Sumut Unit Syariah in North Sumatra indicates that employees who work in the company has not performed optimally. This is reinforced by preliminary research conducted by researchers related to employee performance variable of Bank Sumut Unit Syariah in North Sumatra. The not optimal performance of employees of Bank Sumut Unit Syariah in North Sumatra is reflected from the results of pre-survey conducted by researchers by giving questionnaires to 20 employees of Bank Sumut Unit Syariah in North Sumatra. The preliminary research results related to the performance of employees of Bank Sumut Unit Syariah in North Sumatra can be seen in Table 1 below.

Table 1: Employee Performance of Bank of North Sumatra Sharia Unit

Statement	Very high	High	Less High	Low	Very low	Total
Ability	0	4	12	2	2	20
Effective work	1	2	10	4	3	20
Authority	0	2	15	2	0	20
Discipline	2	2	11	4	1	20
Initiative	0	3	14	3	0	20
Frequency	3	13	62	16	6	100
Score	15	52	186	32	6	291
Percentage	5.15%	17.87%	66.92%	10.9%	2,06%	100
AVERAGE						2.92

Source: Data processed from questionnaire (2016)

Based on Table 1 shows, that the average questionnaire results 2.92; if referring to the interpretation of performance criteria for employees of Bank Sumut Unit Syariah in North Sumatra is included in the "low" category. So the conclusion of the pre-survey results as shown in Table 1 shows the employee's performance is still low. It can be seen that the discipline dimension is the lowest dimension of the five dimensions of the employee performance variable. The results are in accordance with the results of research conducted by Gouzali Saydam (2005) which states that employees who doing an undisciplined job will have a negative impact on companies that will ultimately affect employee performance.

In order for the company's performance to always show a positive upward trend, the employees are required to be able to perform the tasks professionally charged to him so that the employee has a good mindset, always working hard with the targeted time, discipline, honest and high loyalty and full dedication for the success of his work and tasks. Employees who have a high dedication to the work that then significantly will result in the output of high employee performance, but otherwise if the employee is less than optimal in carrying out tasks in accordance with the time specified then the employee performance is certainly not good. This is in accordance with the results of research conducted by Rivai (2004), Ostroff (2003) and Brahmanasari (2008).

If it is related to the facts that exist on the empirical data of employee performance of Bank Sumut Unit Syariah in North Sumatera not yet optimal which is marked by still not optimal result of employee performance based on Indicator Working Value (SKI) value, it is indicated that employee working in Bank Sumut Unit Syariah North Sumatera in the work has not optimally the factors that affect employee performance.

Based on interviews with Head of MSDM Division of Bank Sumut Unit Syariah in North Sumatera, less optimal human resource performance related to many factors, among others: employee work motivation is still relatively stagnated showed significant improvement and utilization of information technology that has not been optimal. The result of pre-survey that writer did to 20 employees of Bank Sumut Unit Syariah in North Sumatera about employee work motivation, as shown in table 2.

Table. 2: Employee Motivation

Statement	Very high	High	Less High	Low	Very low	Total
Motivation of existence	1	3	10	4	2	20
Relationship motivation	1	3	8	6	2	20
Motivation of growth	0	2	11	5	3	20
Frequency	2	8	29	15	7	60
Score	10	32	87	30	7	166
Percentage	7,02%	19,28%	52,41%	18,07%	4,22%	100,00%
Average						2,77

Source: Data processed from questionnaire (2016)

Table 2 shows that the average questionnaire 2.77; if referring to the interpretation of the criteria of employee motivation assessment of Bank Sumut Sharia Unit in North Sumatera is included in the "low" category. So the conclusion of the pre-survey results as shown in Table 1.2 shows the employee's motivation is still low.

Based on observations by researchers at local government-owned enterprises, among others, local government-owned banks in the province of North Sumatera leadership problems that usually appear in the business sector of the local government's banking sector that is steadfast leadership in applying old habits and not because of the influence of market dynamics that take place today, but leaders or managers often ignore this and are nailed to the behavior it carries, less anticipate and adjust daily operations in an effort to align with rapid changes. In strategic and regional environmental situations and conditions that are dynamic and constantly undergoing rapid change, it is necessary for transformational leaders to create a conducive and creative atmosphere for their employees. Transformational leadership is able to change situations and environments by providing motivation and through inspirational communication to employees so that work and business environments are conducive to high performance. According to Djoko (2006), leadership is suitable for organizations or companies that are doing the transformation and want a high performance that is transformational leadership. Leaders with transformational characteristics are able to influence others to change and change

situations and environments by inspiring others to change the transcendental state toward better conditions.

Based on the results of pre-survey conducted by researchers by distributing questionnaires to 20 employees of Bank Sumut Sharia Unit in the province of North Sumatra, the pre-survey results related to transformational leadership as shown in Table 3.

Table 3: Pre-Survey Aspects of Transformational Leadership

Statement	Very good	good	Less good	Not good	Very Not good	Total
Ability to influence	2	3	10	5	0	20
Ability to motivate	1	2	9	6	2	20
The ability to stimulate	2	3	8	5	2	20
Thinking optimistically	2	5	9	3	1	20
Frequency	7	13	36	19	5	80
Score	35	52	108	36	5	236
Percentage	9,75%	22,03%	46,76%	15,25%	2,12%	100,00%
AVERAGE						2,95

Source: Data processed from the questionnaire (2017)

From the data of Table 3 shows that the average questionnaire 2.95, when referring to the assessment criteria of leadership in Bank Sumut Unit Syariah North Sumatra province included in the category "less good". So the conclusion of the pre-survey results as shown in Table 1.3 shows that leadership has not been optimal yet.

Other factors than organizational cultural leadership are important aspects of an organization, in accordance with the opinions of Robbins and Coulter (2010) Organizational culture is the values, principles, traditions and ways of working shared by members of the organization and affect the way they act. In most organizations these shared values and practices have grown rapidly with the times and really greatly influenced how an organization is run, and Ivan cevich (2011) agrees, "That an organization is capable of operating in a efficient only when there is a shared value among employees. Values are an effective desire, awareness, or desire that guides behavior. Based on the results of pre-survey conducted by researchers by distributing questionnaires to 20 employees. The pre-survey results related to organizational culture as shown in Table 4.

Table 4: Pre-Survey Aspects of Organizational Culture

Statement	Very good	good	Less good	Not good	Very not good	Total
Individual initiative	2	5	8	5	0	20
Tolerance to risk	2	2	10	4	2	20
The direction of the organization	3	4	8	4	1	20
Management support	2	3	10	4	1	20
Rewards system	3	4	11	2	0	20
Personal identity	1	3	8	6	3	20
Supervision	2	4	9	3	2	20
Frequency	15	25	64	28	9	140
SCORE	45	100	192	56	9	402
Percentage	11,19%	24,88%	47,76%	13,93%	2,24%	100,00%
AVERAGE						2,87

Source: Data processed from the questionnaire (2017)

From the data of Table 4 shows that the average of questionnaire 2.87 results, when referring to the assessment criteria of organizational culture at Bank Sumut Unit Syariah North Sumatra province included in the category "less good". So the conclusion of the pre-survey results as shown in Table 4 shows that organizational culture is not strong yet.

In addition to organizational culture, other factors that affect the increase in employee motivation is a factor of competence, according Sedarmayanti (2009: 127), "Competence is a key determinant factor for a person in producing excellent performance. In a collective situation, competence is a key determinant of shaping a good organizational culture, "so that competence for employees is critical.

Based on the results of pre-survey conducted by researchers by distributing questionnaires to 20 employees. The results of pre-survey related competencies as shown in Table 5.

Table 5: Pre survey aspects of Competence

Statement	Very good	good	Less good	Not good	Very not good	Total
Intellectual competence	2	5	10	2	1	20
Emotional Competence	2	7	8	3	0	20
Social competence	3	6	8	2	1	20
Spiritual competence	2	4	10	2	2	20
Frequency	9	22	36	9	4	80
SCORE	45	88	108	18	8	267
Percentage	16,85%	32,96%	40,45%	6,74%	2,99%	100,00%
AVERAGE						3,33

Source: Data processed from the questionnaire (2017)

From the data of Table 5 shows that the average questionnaire result 3,33, if referring to the interpretation of assessment criteria on employee competence in Bank Sumut Unit Syariah North Sumatra province included in the category "good enough". So the conclusion of the pre-survey results as shown in Table 5 shows the competence of employees has not been optimal.

CONCLUSION

Company leaders should view the organization of the company as a system of modern organization to achieve the organization's goals in the long term by involving the active participation of its employees. The main issue in Indonesia is that profit-oriented organizations, whether privately owned enterprises, central government or local government, have not been fully led by leaders with leadership qualities, whereas business organizations are the spearhead of every country in the globalization competition.

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