

Table 1. Operationalization of research variables

Research variable	Dimension	Indicator	Source
<b>Work performance (Y)</b>	Quality	• Accuracy of work objectives	Kasmir (2016)
		• Conformity of work results with work quality standards	
	Quantity	• Achievement of targets	
		• Timeliness in doing work	
	Time	• Level of employee attendance	
		• The level of employee compliance with hours of entry and return to work	
	Cost Emphasis	• Optimal use of work facilities	
		• The results of work are by the budget reference.	
	Supervision	• Supervision of employees in completing tasks according to standards	
		• Control in employee activities	
<b>Transformational leadership (X1)</b>	<i>Idealized Influence</i>	• Ability to cooperate with colleagues	Bass (1985, 1990) in Northouse (2013)
		• Relationship of work with superiors/subordinates	
		• Leaders as role models	
		• Leaders can be relied upon	
		• Behave ethically and morally high	
		• Get respect from followers.	
		• Give an understanding of vision and mission.	
	<i>Inspirational Motivation</i>	• Communicate high targets	
		• Give motivation and enthusiasm to followers.	
	<i>Intellectual Stimulation</i>	• Stimulate creative attitudes at work	
		• Stimulation to act innovatively in solving organizational problems.	
		• Stimulation to increase employee insight	
	<i>Individualized Consideration</i>	• Receive aspirations from each follower	
		• Give individual attention	
		• Become a mentor or coach for each subordinate	
<b>Work motivation (X2)</b>	<i>Need for Achievement</i>	• Spirit at work	McClelland (1955) in Edison et al. (2016)
		• Responsible for work	
		• Award and work performance	

Source: Adoption of prior research and processed researchers

Table 2. Test the validity of research variables

Item	R calculation	R Table	Keterangan
Work performance 1	0.789	0.304	Valid
Work performance 2	0.757	0.304	Valid
Work performance 3	0.476	0.304	Valid
Work performance 4	0.430	0.304	Valid
Work performance 5	0.596	0.304	Valid
Work performance 6	0.706	0.304	Valid
Work performance 7	0.636	0.304	Valid
Work performance 8	0.749	0.304	Valid
Work performance 9	0.577	0.304	Valid
Work performance 10	0.668	0.304	Valid
Work performance 11	0.588	0.304	Valid
Work performance 12	0.688	0.304	Valid
Transformational leadership 1	0.639	0.304	Valid
Transformational leadership 2	0.785	0.304	Valid
Transformational leadership 3	0.597	0.304	Valid
Transformational leadership 4	0.756	0.304	Valid
Transformational leadership 5	0.722	0.304	Valid
Transformational leadership 6	0.670	0.304	Valid
Transformational leadership 7	0.736	0.304	Valid
Transformational leadership 8	0.727	0.304	Valid
Transformational leadership 9	0.703	0.304	Valid
Transformational leadership 10	0.702	0.304	Valid
Transformational leadership 11	0.815	0.304	Valid
Transformational leadership 12	0.811	0.304	Valid
Transformational leadership 13	0.720	0.304	Valid
Work motivation 1	0.792	0.304	Valid
Work motivation 2	0.758	0.304	Valid
Work motivation 3	0.502	0.304	Valid

Source: SPSS

Table 3. Work performance reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.862	12

Source: SPSS

Table 4. Transformational leadership reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.923	13

Source: SPSS

Table 5. Work motivation reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.783	3

Source: SPSS

Table 6. Multicollinearity test results

**Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.447	.385		3.756	.001		
	Transformational leadership	.159	.060	.302	2.643	.012	.900	1.111
	Work motivation	.502	.096	.599	5.232	.000	.900	1.111

a. Dependent Variable: Work performance

Source: SPSS

Table 7. Multiple linear regression

**Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.447	.385		3.756	.001
	Transformational leadership	.159	.060	.302	2.643	.012
	Work motivation	.502	.096	.599	5.232	.000

a. Dependent Variable: Work performance

Source: SPSS

Table 8. F test results

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.728	2	.364	23.943	.000 <sup>b</sup>
	Residual	.562	37	.015		
	Total	1.290	39			

a. Dependent Variable: Work performance

b. Predictors: (Constant), Work motivation, Transformational leadership

Source: SPSS

Table 9. Determination test results

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.751 <sup>a</sup>	.564	.541	.12326

a. Predictors: (Constant), Work motivation, Transformational leadership

b. Dependent Variable: Work performance

Source: SPSS