towards the achievement of goals, along with the goals of technological change and increasing international competition readiness of leaders.

Leadership is an important element in human life. Human nature to live together in a group (zoon politicon), automatically requires a person who can be a reference in determining a common vision and goal. The absence of leadership will have an impact on disorder and ineffectiveness in achieving these common visions and goals. Today, the rapid social development of society has resulted in a shift in the human paradigm in various fields of life, including leadership. So that now various leadership models are developing as a response to this paradigm shift. In general, the development of a leadership model is divided into three phases, namely transactional, spiritual leadership, and transformational models.

In the period of transactional leadership, leaders can lead effectively when there is a transactional agreement (what we can gain and lose) between superiors and subordinates. During the period of spiritual leadership, leadership focused on instilling divine values in individual organizations in realizing more optimal change. During the period of transformational leadership, leaders and leadership are are widely regarded as critical mechanisms for successfully implementing social reform. In transformational leaders can influence one or more people in an organization. Transformational leadership is based on principles related to the development process of subordinates.

The most important function of leadership is to motivate subordinates, transformational leadership is believed to influence an organization. Transformational leaders motivate their followers to do something (performance) beyond normal expectations through the transformation of their thoughts and attitudes to achieve performance those expectations, transformational leaders exhibit the following behaviors: the influence of idealism, organizational motivation, intellectual stimulation, and individual consideration (Bass, 1998).

Bass (1998) defines that: 1) Idealized influence. It is exemplary traits shown to followers and qualities that followers admire from their leaders. In this case, the leader must cultivate respect for employees, and the leader becomes a role model for his subordinates. 2) Intellectual stimulation. It shows aspects of intellectual stimulation, the leader invites followers to always question the assumptions behind something, look for new ways of doing things such as leaders encourage employees to provide new ideas, and leaders encourage employees to solve problems with logical reasons and finally the leader encourages employees for creative and innovative. 3) Individual consideration. These are leaders who pay attention to the needs of their employees and help employees so that they can progress and develop in their careers and lives. As well as a leader who can improve employee self-development, pay attention to employees as different individuals and become a leader who is willing to listen to the complaints of each employee. 4) Inspirational motivation is the nature of a leader who inspires work, inviting employees to realize a common goal so that their life and work can be meaningful. Like a leader who wants to arouse employee enthusiasm to work better, and foster self-confidence in employees, providing confidence that goals will be achieved in establishing good communication with subordinates.

There are several previous studies related to this research. First research from (Awaludin, 2017). The purpose of this study was to determine the relationship between transformational leadership style and the performance of employees of PT. Yuni International. Second, research from (Anwar, 2018). The purpose of this study was to determine the effect of the principal's transformational leadership on teacher performance at SMPN 1 Awangpone, Bone District.

Third research from (Burhanudin & Kurniawan, 2020). The aim of this analysis was to see how transactional and transformational leadership styles influenced BRI Purworejo Branch employees' efficiency. These previous studies are similar to this research which focuses on transformational leadership. But, three previous studies have a different object study. The first study took the object in company or PT, the second study took the object in school especially in SMPN, and the third study took the object of employ of BRI. While this research took an object in the institution. Based on the explanation above, the writer is interested in taking the research object about leadership in institutions related to the lecturer's performance. this research is to know the influence behavior of transformational leadership on the Sharia Economics' lecturer's performance in ITB AAS Indonesia.

2. Research Method

This type of research is quantitative. Grove & Faan (2019, p. 30) states that quantitative research is an objective, formal, and systematic process in generating numerical information about the world. So that this study investigates systematically the phenomenon by collecting data that can be measured by performing statistical, mathematical, or computational techniques. The writer implements this approach when he or she is seeking to solve a current problem based on the examination of evidence or information and looks for the influence of transformational leadership behavior from an Islamic perspective on the performance value of the lecturers.

The data collection method used a questionnaire and Interview. A questionnaire is a list of questions used to get information from respondents (Rukajat, 2018, p. 65). The interview is a type of information gathering practice that includes posing and answering questions orally. The details gathered may be written down or documented as audio, video, or audio-visual. An interview is needed if the research wants the respondents' opinion or behavior (Conway, 2004, p. 3). The population used in this research are Sharia lecturers in Institute Technology Business AAS Indonesia, Surakarta.

The analysis of this research uses Multiple linear regression analysis, T-test, and F Test. With multiple regression analysis, researchers can estimate and/or predict the average (population) value of one dependent variable based on two or more independent variables. The T-test is a test that measures the difference between two or more means between groups. While the F test is a test that measures the magnitude of the variance difference between the two or several groups.
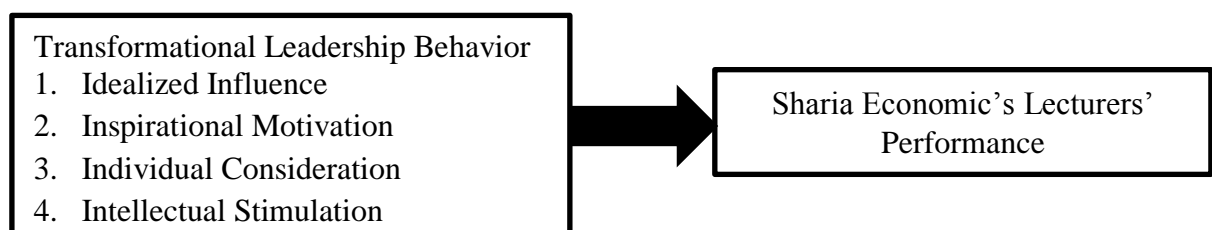
Transformational Leadership Behavior
1. Idealized Influence
2. Inspirational Motivation
3. Individual Consideration
4. Intellectual Stimulation

→ Sharia Economic's Lecturers' Performance

Figure 1. Research Framework

3. Results and Discussion

3.1 Results

The results of the analysis used descriptive statistical tests according to the type of data. From the results of the analysis and calculation process carried out in this research. The test results can be seen in the table below:

Table 1. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
idealized influence	30	68	83	75.77	4,297
Inspirational Motivation,	30	49	65	56.93	4,417
Intellectual Stimulation,	30	22	34	27.50	3,391
Individualized Consideration.	30	35	48	41.57	2,725
Performance assessment	30	23	34	27.47	2,738
Valid N (listwise)	30				

The survey in this analysis was 30 respondents, according to the output above, and the Idealized Influence index had an average value of 75.77, with a minimum value of 68 and a maximum value of 83. With a minimum of 49 and a maximum of 65, the inspirational Motivation component had an average value of 59.93. The average value of the Intellectual Consideration component was 27.50, with a minimum of 35 and a maximum of 48. The Individual Consideration variable had an overall value of 41.57, with a low of 35 and a high of 48, and the Success Evaluation variable had a low of 35 and a high of 48. A value of 23 is the lowest and a value of 34 is the mean.

Validity test

The validity test of the questionnaire was carried out using Pearson's product-moment correlation model (using the SPSS for windows version 21.0 computer program). An item is said to be valid if the correlation value is above the table value of the significance. The results of this validity test used a significance level of 5% where p was 5% (30-2), namely 0.361. The results of the validity test in this study were all valid variables.

Based on the output table above, the validity of a study can be proven by the count value obtained from data processing using IBM SPSS for windows version 21.0 where the data inputted is data collected based on the results of distributing questionnaires. From each question item has the result rcount> r-table, that is, with the significance r table n = (n-2) for 30 respondents, it is (30-2) = 0.361, and of the 18 questions, all of them have r-count above 0.361 it is said that this research is valid.

Reliability Test

A reliability test is used to determine the extent to which a measurement can provide relatively the same results if re-measurement is carried out on the same subject. In this study using Cronbach Alpha with an α value of 0.744 (used the SPSS for windows version 21.0 computer program) where the α value is greater than the standard value α which is 0.700. In this study, the results of the analysis of all variables proved to be reliable or it could be said that the reliability of this study was reliable.

Table 2. Reliability Test Results Table

Cronbach's Alpha	N of Items
, 744	19

To analyze the hypothesis result, the writer uses several statistical analysis techniques by using Multiple linear regression analysis, T-test, and F Test. The result as follow:

a. Multiple Linear Regression Analysis

The influence of two or more independent variables (X1, X2,....,Xn) on the dependent variable is measured using multiple linear regression analysis (Y). The purpose of this analysis is to determine whether the relationship between the independent variable and the dependent variable is positive or negative, and to predict the value of the dependent variable if the value of the independent variable has increased or decreased. In this study, the relationship between the independent variable and the dependent variable has a positive relationship or effect as indicated by the Y coefficient value:

$$Y' = -0,250 - 0,369X1 + 0,451X2 + 0,422X3 + 0,442X4$$

Table 2. Multiple Linear Regression Results

Coefficients a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-, 250	3,876		-, 064	, 949
Idealized Influence	-, 369	, 102	-, 579	-3,624	, 001
Inspirational Motivation,	, 451	, 094	, 728	4,820	, 000
Intellectual Stimulation,	, 422	, 074	, 522	5,732	, 000

	Individualized Consideration.	, 442	, 090	, 440	4,918	, 000
a.	Dependent Variable: Performance Appraisal					

(text cut off: ...ant effect on the pe...)

b. T-test

To decide if the independent variable has a partial influence on the dependent variable, an individual or partial test analysis (t-test) is needed. A significance level of 5%, or 0.05, is used to make decisions in this test. The T-test results are listed in the table below:

Table of T-Test Results
Coefficients a

	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	.250	3,876		.064	.949
Idealized influence	.369	.102	.579	3,624	.001
Inspirational Motivation,	.451	.094	.728	4,820	.000
Intellectual Stimulation,	.422	.074	.522	5,732	.000
Individualized Consideration.	.442	.090	.440	4,918	.000

a. Dependent Variable:
Performance Appraisal

The basis for making a t-test decision is if:
a. T count> t table and a significance value <0.05, the independent variable has a significant effect
b. T count <t table and a significance value> 0.05, it does not have a significant effect
n = number of respondents, k = independent variable
The formula for finding the T table is:
T table = (alpha / 2; nk-1)
T table = (0.05 / 2; 30-4-1)
T table = (0.025; 25)
T table = 2,060

T-Test Results shows that:
1) Idealized Control has a t-value of 3,624> 2,060 and a significance value of 0.001 0.05, it can be inferred that it has a major positive impact on Performance appraisal.
2) Inspirational Motivation has a t-value of 4,820> 2,060 and a significance value of 0,000 0.05, it can be inferred that it has a major positive impact on Performance appraisal.
3) Intellectual Consideration has a t-value of 5,732> 2,060 and a significance value of 0,000 0.05, it can be inferred that it has a major positive impact on Performance appraisal.
4) Individual Consideration has an important positive impact on Performance evaluation, with a t-value of 4,918> 2,060 and a significance value of 0,000 0.05.

c. F test

The F test is also known as the simultaneous test because it examines how all of the independent variables interact with the dependent variable. The aim of a simultaneous test (F test) is to see how all independent (free) variables influence the dependent variable (bound) at the same time. This evaluation can be carried out by looking at the importance value at the chosen stage. The significance level used in this analysis is 0.05, and the variable X is said to have a parallel influence on variable Y if the significance value is less than that. The following table shows the results of the F test:

Table of Test Results F
ANOVAb

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	193,343	4	48,336	50,092	.000a
	Residual	24,124	25	.965		
	Total	217,467	29			

a. Predictors: (Constant), Individualized Consideration., Intellectual Stimulation, Inspirational Motivation,, Idealized Influence

3.2 Discussion

Transformational leadership will have a positive direct influence on the relationship between superiors and subordinates. Transformational leadership often directs the individual and group success of workers, implying that transformational leadership has a positive direct impact on performance. Followers of transformational leaders feel confidence, gratitude, commitment, and reverence for the leader, and they are inspired to go beyond and above what is required of them.

The leaders change and motivate followers (for example lecturers) by 1. Making them more aware of the importance of task results. 2. Persuading them to put the interests of their team or organization ahead of their interests. 3. Activating their higher needs Transformational leadership further enhances motivation and the performance of followers in this case in higher education the leader is the Dean, the Chancellor while the followers are the Lecturers. With these positive changes, the transformational leadership used in higher

education is ready to transfer the power of lecturers to work and be competent in carrying out teaching assignments and ready to accept assignments. given the leader without burdens, is happy and satisfied in doing his job and increases the productivity and performance of the lecturer concerned. From this description, transformational leadership has a positive direct effect on performance.

Based on the result from an interview with Sharia Economics' lecturer in ITB AAS Indonesia, it shows that several aspects, as follow:

a. Idealized Influence. It relates to a leader who is idealized influence (ideal influence) on the performance of lecturers. First, in achieving the vision and mission Based on the results of the interview toward Sharia Sharia' lecture, in general, the informants said that the achievement of the vision and mission is through the implementation of lecturer performance. This is evidenced by the results of observations obtained by researchers in the field that institutional leaders achieve the vision and mission of the study program through the implementation of lecturer performance so that there is a significant relationship with lecturer performance. Second, motivating to achieve the vision and mission, the informants say for the achievement of the vision and mission through motivating subordinates. This is evidenced by the conclusions obtained by researchers in the field. Researchers concluded from several informants' opinions that the leader of the Food Sharia Sharia study program achieve the vision and mission of the study program through motivating subordinates. Third, Role Model. Informants argue that leaders who can become role models in the academic field are leaders who can set an example to subordinates and leaders who can listen to subordinates. This is evidenced by the results of the conclusions from the interviews obtained in the field, based on the opinions of all informants, that the leader must be able to set an example for his subordinates and listen to his subordinates.

b. Inspirational Motivation. It relates to the leader who has inspirational motivation according to the participants. Based on the results of the research, the leader of the Islamic Sharia study program always motivates the lecturer. The results of the interview, the researcher categorized motivation, the leader motivated the lecturers to improve their career as a lecturer.

c. Intellectual Consideration. The description of the leader is intellectual stimulation according to the participants. Based on the results of the study, the leader of the Islamic Sharia study program in solving the problem has been optimal, as evidenced by the results of interviews with informants, the conclusion is that the leader provides a way out in solving problems experienced by lecturers.

d. Individual Consideration. It relates to a leader's actions in which he or she pays close attention to each subordinate, treats them as individuals with diverse desires, skills, and goals, and trains and advises them. Based on the research results, it was found that the informants said that in achieving the ideals of lecturers, leaders influence their careers. The leaders are always motivated by the lecturers for further studies.

4. Conclusion and Recommendations

4.1 Conclusion

In this research, the findings obtained after performing model analysis are used to address the hypothesis and draw conclusions. The facets of transformational leadership idealized influence, inspirational encouragement, academic stimulus, and individualization consideration all influence the performance assessment of the lecturers' results at ITB AAS Indonesia by 87.1 percent. After conducting analysis and statistical studies, transformational leadership has a significant impact on the success of lecturers at ITB AAS Indonesia. Based on these findings, it can be concluded that dosage performance is positively influenced by transformational leadership.

4.2 Recommendations

Related to this research, it is hoped that the results of this study can be useful for lecturers after the leader applies a transformational leadership style, the performance of the lecturers will be even better in terms of teaching, research, and community service and can make the leader as a role model at work. For the Sharia Economics study program, with the existence of a transformational leadership model, it is hoped that the study program will be able to apply transformational leadership styles and be able to achieve the existing vision and mission. For researchers, they can develop further research ideas so that they can provide variations in subsequent research, such as selecting topics for discussion and selecting informants with style. transformational leadership.

References

Antonio, Muhammad Syafi'i, *Bank Syariah: Dari Teori ke Praktik,* Jakarta: GIP, 2001.

Arikunto, Suharsimi,1993, *Prosedur Penetitian: Teori dan Praktek,* Rineka Cipta,Jakarta

Asad Muhammad, 1980, *Seri IlmuSumber Daya Manusia: Psikologi Industry*Liberty,Yogyakarta

Abdurrahmat Fatoni. (1991). *Organisasi dan Manajemen Sumber Daya Manusia*. Jakarta: PT.Ghalia Indonesia

Bass, Bernard M., 1985, *Leadershipand Performance BeyondExpectation,* Free Press, NewYork

Bass, Bernard M. & Avolio, Bruee J.,1990, *Transformationalleadership Development : Manual for the Multifactor Leadership Questionare Palo Alto,* Consulting PsychologistsPress Inc., California

Benardin,H.J dan Knssel, J.C., 1993, *Human ResourceManagement: An Experimental pertmental Approach,* MeGraw Hill Book Company, New York

Besterfield, Dale, el.al., 1999, *TotalQuality Management,* International Edition, Prentice Hall

DI Cahyani, S Sumadi, Alternatif Sistem Ekonomi Islam Untuk Indonesia Yang Lebih Sejahtera, Jurnal Ilmiah Ekonomi Islam, 2015

Hasibuan. H. Malayu. S.p.(2005). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.

Husaini Ustman. (2008). *Manajemen, Teori, Praktik Dan Reset Pendidikan*. Jakarta: Rosdakarya.

Groot, Timothy De dan D. Scott Kiker dan Thomas C. Cross, 2000, *A Meta-Analysis toReview Organization Outcomes Related to Charismatic Leadership,* RevueCanadienne des Sciences de I'Administration, Desember Volume 17, Edisi 4, hal. 356-371

Handoko,1993, *ManajemenPersonalia dan Sumber DayaManusia,* BPFE,Yogyakarta

James, Paul, 1996, *Total QualityManagement,* Prentice Hall

Kaplan, Robert S. dan David P. Norton, 2000, *BalancedScorecard: Menerapkan StrategiMenjadi Aksi,* PenerbitErlangga

Kaplan, Robert S. dan David P. Norton, 2000, *Harvard Business Review on Measuring Corporate Performance,* Harvard Business School Press

Koemiati, 2000, Pengaruh Perilaku Kepemimpinan Transformational Terhadap Kepuasan Kerja Bawahan Dengan Locus of Control Sebagai Variabel Pemoderasi, Studi Pada Rumah Sakit Pemerintah dan Swasta diDaerah Intimewa Yogyakarta*,Tesis*, Universitas Gadjah Mada, Yogyakarta

Rosidah dan Sulistiyani. (2003). *Pemimpin dan Kepemimpinan*. Jakarta: PT. Grafindo Persada

Anwar, A. (2018). *Pengaruh Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru di SMPN 1 Awangpone Kabupaten Bone* [Diploma, Universitas Islam Negeri Alauddin Makassar]. http://repositori.uin-alauddin.ac.id/11851/

Awaludin, A. (2017). Hubungan Gaya Kepemimpinan Transformasional dengan Kinerja Karyawan Pada PT. Yuni International. *Jurnal Online Mahasiswa (JOM) Bidang Manajemen*, *1*(1), Article 1. https://jom.unpak.ac.id/index.php/ilmumanajemen/article/view/611

Bass, B. M. (1998). *Transformational Leadership: Industrial, Military, and Educational Impact*. Lawrence Erlbaum Associates.

Burhanudin, B., & Kurniawan, A. (2020). Pengaruh Gaya Kepemimpinan Transaksional dan Transformasional Terhadap Kinerja Karyawan Bank BRI Purworejo. *Coopetition : Jurnal Ilmiah Manajemen*, *11*(1), 7–18. https://doi.org/10.32670/coopetition.v11i1.58

Conway, M. (2004). *Collecting Data with Electronic Tools*. American Society for Training and Development.

Grove, S. K., & Faan, J. R. G. (2019). *Understanding Nursing Research: First South Asia Edition, E-Book: Building an Evidence-Based Practice*. Elsevier Health Sciences.

Rukajat, A. (2018). *Pendekatan Penelitian Kuantitatif: Quantitative Research Approach*. Deepublish.

Siswanto Sastrohadiwiryo. B.(2003). *Manajemen Tenaga Kerja Indonesia Pendekatan Administratif dan Operasional.* Jakarta: PT. Bumi Aksara

Sugiyono, 1999, *Metode PenelitianBisnis,* Penerbit Alfabetabandung

Suprihanto, John, 1988, *PenilaianPelaksanaan Pekerjaan danPengembangan Karyawan,*BPFE, Yogyakarta

Sumadi, S. (2017). Peran Manajemen Syariah Terhadap Peningkatan Kepuasan Pelanggan Pada Rumah Sakit Islam Di Kota Surakarta. *Jurnal Ilmiah Ekonomi Islam*, *3*(02), 112-124.

Susanti, 1998. *Hubungan BudayaPerusahaan dan Kinerja Karyawan,* Skripsi S-l UGMtidak dipublikasikan

Tjiptono, Fandi dan A. Syakhroza, 1999, *Kepemimpinan Transformasional*, Usahawan,September, No 9 TH XXV 111

Wulandaru, Diah Retno, 2000, *Empowerment Perspective in Indonesian Culture,* JurnalEkonomi dan Bisnis Indonesia, Vol 5 No 4

Yukl, Gary, 1994, *Leadership in Organization,* Prentice-Hall International, Edisi3, NewJersey