



Transformational Leadership: Hard Working, Smart Working, Qualified Working, Sincere Working and Completed Work

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Abstract: Transformational Leadership: Hard Working, Smart Working, Qualified Working, Sincere Working and Completed Work is a literature review article within the scope of leadership science. **The purpose** of this article is to build a role hypothesis between variables that will be used in further research on the concept of leadership. **Research objects** in online libraries, Google Scholar, Mendeley and other academic online media. **The Article writing method** is library research, from e-books and open access e-journals. **The results:** 1) Hard working plays a role in transformational leadership; 2) Smart working plays a role in transformational leadership; 3) Qualified working plays a role in transformational leadership; 4) Sincere working plays a role in transformational leadership; 5) Completed work plays a role in transformational leadership. **Other factors** that affect Transformational Leadership including: work culture, motivation and work environment.

Keyword: Transformational Leadership, Hard, Smart, Qualified, Sincere and Completed Work.

INTRODUCTION

In a company or organization, there are leaders who are in charge of managing the running of a company organization. A leader has his own style or way of managing the course of activities in a corporate organization, for example, a transformational leadership style. In the current era of disruption, transformational leadership has great opportunities and is much needed in organizations or companies. Transformational leadership focuses on providing motivation or encouragement to employees and having visionary thinking. Transformational leadership has an open and visionary mind about things faced by employees or teams in the organization, of course this requires measurable work strategies and concepts.

The concept of leadership applied by organizations or companies is to work professionally in all lines and work units of the organization. Professional employees will work effectively and efficiently in achieving organizational targets based on the vision, mission and goals of the organization. Transformational leadership is leadership that is expected to create fundamental changes based on organizational values, systems and culture to create innovation

and creativity in order to achieve the organization's vision. In transformational leadership all members in the organization have a commitment and work ethic to: strong, smart, qualified, sincere and completed work. These five work concepts must be internalized and implemented effectively.

The fact is not that not easy to make it happen. Becoming a good leader who practices the transformational leadership requires energy, time and capable resources to develop strong interpersonal relationships, motivate juniors, and encourage innovation. However, in conditions where resources and time are limited, transformational leadership is difficult to implement. In addition there is resistance to change within the organization, then achieving transformational leadership will be difficult.

Based on the background of this issue, this article will be written and published to discuss the relation between hard, smart, qualified, sincere and completed work with the transformational leadership, a literature review study in the field of leadership science.

Based on background, then the problems can be formulated to be discussed in order to build hypotheses for further research are:

1. How is the relation between hard working with transformational leadership?.
2. How is the relation between smart working with transformational leadership?.
3. How is the relation between qualified working with transformational leadership?.
4. How is the relation between sincere working with transformational leadership?.
5. How is the relation between completed work with transformational leadership?

THEOROTICAL FRAMEWORK

Transformational Leadership

Transformational leadership is a leader who motivates his subordinates, and put aside his personal interests for the benefit of the organization, also they have the ability to influence their subordinates. Transformational leadership is a leader who has a role in bringing a company or organization to achieve its goals (Zulkarnain & Manurung, 2020). Transformational leadership is a leadership style that is applied by company management if the company wants to achieve its goals.

The working principles of transformational leadership include: motivation, facilitation and mobility (Liu & Huang, 2020). Indicators in transformational leadership include: encourage subordinate performance, harmonize the work environment, and able to deal with complicated situations.

This transformational leadership has been studied by many previous researchers, including: (Lestari & Suryani, 2018) and (Liu & Huang, 2020).

Hard Working

Hard work is an effort that is carried out in purposeful in carrying out various activities in order to achieve certain goals (Purwanti, 2016). Hard work is the attitude of someone who does not give up easily followed by a strong will in trying to achieve goals (Jazilah & Baaseth, 2022). Hard work is an act that shows serious effort in solving various challenges as well as possible. Hard work indicators are: 1) Doing the job carefully; 2) Obtaining information from other sources; 3) Doing the tasks of the company on time; 4) Focus on doing the tasks given by superiors (Hartono & Anshori, 2020).

This hard working has been studied by many previous researchers, including: (Koyama, 2015), (McKay, 2017), (Hartono & Anshori, 2020).

Smart Working

Smart working is a way of work that implements technology and time well. Smart working must be able to apply freedom to its employees in determining how to work and how

to work effectively for themselves. Smart working is a behavior that related to the development of knowledge (Kalra et al., 2021). Smart working is the ability of an individual or a group to work as well as possible by using existing technology. The indicators including: 1) having an excellent planning; 2) Determine the priority scale; 3) Having the ideas in carrying out their work. A smart working culture is connected with the development of good work professionalism and become the intellectual and emotional capital to work well (Aldry et al., 2021).

This smart working has been studied by many previous researchers including (Hartono & Anshori, 2020) and (Kalra et al., 2021).

Qualified Working

Qualified Working is something that is shown by employees in order to contribute the best performance for the company or organization (Nabila, 2020). Quality work is a result that can be measured effectively and efficiently as measured by trusted sources. Quality work is the result of work in quality and quantity achieved by employees in carrying out their work. Quality work indicators include: 1) Punctuality; 2) Quality of work; 3) Yield quantity; and 4) Initiative (Nasution, 2020).

This quality work has been examined by many previous researchers including (Ceswirdani; Sjafitri, Henry; Candra, 2017) and (Mansur & Marifah, 2018).

Sincere Working

Work sincerely is working seriously, enthusiastically and not giving up to get maximum results. Work sincerely is working well and producing something good based on a sincere heart. Work sincerely is a situation where employees do work based on a sincere heart, without intimidation from others and complete the job well (Lestari et al., 2020). Work sincerely is a condition in which a person is able to work calmly, releases all negative energy and is not easily provoked by his emotions, and is always happy for what he is currently achieving. Work sincerely is closely related to worship, where a person has the perception that work is a form of worship to God. Indicators of sincere work include: 1) Work calmly; 2) Don't give up easily; and 3) Being able to control emotions.

Work sincerely has been examined by many previous researchers including (Lestari et al., 2020) and (Ridwansyah, 2023).

Completed Work

Completed work is a part of work that is able to organize parts of the business in an integrated manner from start to finish in order to obtain maximum business results. Complete work is work done well until a job is finished or not half measures, so that the work is able to manage the company's divisions from start to finish. Complete work if done continuously it will be related to the formation of one's personality. Complete work is work that is completed at a predetermined time, and the results of work do not always mean perfect. Complete work indicators include: 1) Complete work; 2) Do not delay work; 3) Work with a team.

This complete work has been examined by many previous researchers including (Sujoko & Putri, 2019).

Relevant Article Reviews

Reviewing relevant articles as a basis for establishing research hypotheses by explaining the results of previous studies, explaining the similarities and differences with the research plan from relevant studies as table 1 below.

Tabel 1: Relevant Article Reviews

No	Author (Year)	Previous research results	Similarities to this article	The difference with this article	H
1	(Lestari et al., 2020)	Hard work, smart work and sincere work are related to Transformational Leadership	Hard work is related to transformational leadership	Work ethics related to transformational leadership	H1
2	(Jazilah & Baaseth, 2022)	Hard work and soulful work ethic are related to transformational leadership	Hard work is related to transformational leadership	Work ethic courage related to transformational leadership	H1
3	(Hartono & Anshori, 2020)	Hard work and work motivation are related to transformational leadership	Hard work is related to transformational leadership	Hard work is related to transformational leadership	H1
4	(Aldry et al., 2021)	Smart work is related to transformational leadership	Smart work is related to transformational leadership	Productivity is related to transformational leadership	H2
5	(Kalra et al., 2021)	Smart work and a competitive work environment are related to transformational leadership	Smart work is related to transformational leadership	Competitive work environment associated with transformational leadership	H2
6	(Ceswirdani; Sjafitri, Henry; Candra, 2017)	Quality work and competence are related to transformational leadership	Quality work is related to transformational leadership	Competence related to transformational leadership	H3
7	(Nasution, 2020)	Quality work and environment are related to transformational leadership	Quality work is related to transformational leadership	The work environment is related to transformational leadership	H3
8	(Lestari et al., 2020)	Sincere work and employee performance are related to transformational leadership	Sincere work is related to transformational leadership	Employee performance is related to transformational leadership style	H4
9	(Ridwansyah, 2023)	Sincere work and work behavior are related to transformational leadership	Sincere work is related to transformational leadership	Work behavior is related to transformational leadership	H4
10	(Sujoko & Putri, 2019)	Due diligence and social values are associated with transformational leadership	Due work is related to transformational leadership	Social values are related to transformational leadership	H5

METHODS

The method of writing this Literature Review article is a descriptive qualitative method and library research, sourced from the Google Scholar online application, Mendeley and other online academic applications. In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory (Ali, H., & Limakrisna, 2013).

DISCUSSION

Based on the study of relevant theories and articles, the discussion of this article is to analyze the relationship between the variables studied and make conceptual thinking about future research plans:

1. Relationship of hard working with Transformational Leadership

Hard working is a work activity that is carried out persistently with the aim of achieving something that has been determined. Hard work is a form of personification of an individual's willingness to work harder. Hard work is the ability of an individual to work more than is normally done by individuals.

The principles or concept of hard work include: 1) Work is a mandate, meaning that every job done is a mandate given by an organization or a certain person to do well; 2) Avoid doing

evil or harming other people, meaning that the goal is to work hard of course to achieve certain goals so that anything will be done; and 3) Avoiding oneself from the burden of others means that from hard work, individuals will be able to provide for their own needs, so they do not burden other people in meeting their own needs.

Hard work is related to transformational leadership, if hard work is perceived well then transformational leadership will be perceived well and on the contrary. That an individual who wants to work hard, is perceived as able to carry out his duties and even additional tasks given by the organization.

Factors related to hard work are work experience, work environment and socio-economic conditions. Someone who has work experience will be able to work well and tend to work hard. The work environment tends to support someone to work hard. A comfortable, calm and safe work environment will provide its own motivation to work hard. Then the ideals, socio-economic conditions relate to hard work, where the socio-economic position will require them to work hard.

To improve the function of transformational leadership by paying attention to hard work, what must be done by management is to provide motivation to employees to work hard, where motivating employees is one of the tasks of transformational leadership.

Hard work is related to transformational leadership, this is in line with research conducted by: (Mishchuk, A., Mishkin, D., Radenovic, F., & Matas, J, 2017), (Piasna, A, 2018).

2. Relations of smart working with The Transformational Leadership

Smart work is the ability that a person has in completing and doing his job. Smart work is identical with the ability of a worker to rely on the brain to think and be physically strong in making a decision.

The principles or concept of smart work include: 1) Prioritizing main work, where in working smart an employee is able to determine which work is more important to complete; 2) Provide a time limit for completing work, where with this time limit it will help in doing work quickly; and 3) Avoiding multitasking, namely doing several tasks at once, where multitasking will break one's concentration at work so that one cannot complete the work to the fullest.

Smart work is related to transformational leadership, if smart work is perceived well then transformational leadership will be perceived well and on the contrary. If a person can work smart, of course transformational leadership can provide direction and motivation at work.

Factors related to smart work are: 1) Desire to learn new things, learn from mistakes and willingness to learn from experience. The desire to learn new things is part of working smart. The purpose of learning new things is intended to gain abilities and expertise; 2) Learning from mistakes is an indicator that indicates a person does not want to make mistakes again, because it can harm himself and others; and 3) Willingness to learn from experience, meaning that experience is the best teacher, therefore an individual must be able to learn things that have been experienced before.

Smart work is related to transformational leadership, this is in line with research conducted by: (Wulandari, 2007), (Linegar, C., Churchill, W., & Newman, P, 2015).

3. Relations of Qualified working with The Transformational Leadership

Quality work is the ability of a person to carry out his duties properly, productively and target oriented. Quality work is the ability of a worker to understand their roles and responsibilities in the company.

The principles or concepts of quality work include: 1) Completing work quickly, meaning the ability of individuals to complete their responsibilities; 2) Able to communicate well, where good communication will relate to employee performance; and 3) High motivation, meaning that the individual has strong expectations to do the job at this time.

Quality work is related to transformational leadership, if good quality work is perceived then transformational leadership will be implemented well on work quality. This means that every work done as much as possible obtains the best quality.

Factors related to quality work are colleagues, work motivation and workload. Colleagues will relate to quality work, meaning that competitive and supportive co-workers will support in achieving quality work. Work motivation is something that arises within the individual, so that the motivation that is owned will be related to quality work. Workload, meaning demands or responsibilities that must be completed by employees. Workload that is excessive and irrelevant to ability will relate to quality work.

Quality work is related to transformational leadership, this is in line with research conducted by: (Tai, J., Ajjawi, R., Boud, D., Dawson, P., & Panadero, E, 2018), (Verbeek, H., Zwakhalen, S. M. G., Schols, J. M. G. A., Kempen, G. I. J. M., & Hamers, J. P. H, 2020).

4. Relations of sincere working with The Transformational Leadership

Work sincerely is work done with a sincere heart, with the perception of obtaining the pleasure of God Almighty. Work sincerely is work that is done humbly, without complaining and doing it as well as possible.

The principles or concepts of sincere work include: 1) Work seriously because you have been accepted to work in your current place, so you have to work hard; 2) Not complaining under any circumstances and still doing a good job; and 3) a sincere heart will emerge when one is able to be grateful for what one has now.

Sincere work is related to transformational leadership, if sincere work is perceived well then transformational leadership will be implemented well. Someone who works sincerely of course they will work in diligent. This perception will later form a person to work sincerely, not only to pursue the target of his duties but must be based on sincerity. A sincere work attitude is important in a job, so that a person does not feel pressured in doing his job, and is willing to be directed by the leadership and follow all existing regulations.

Sincere work is related to transformational leadership, this is in line with research conducted by: (Ridwansyah, 2023), (Putri, 2022).

5. Relations of Completed work with The Transformational Leadership

Complete work is a person's ability to work from beginning to end in completing work. Complete work is working with enthusiasm until the work can be completed properly and obtain the results that have been set. Complete work is the ability that is issued by workers to the fullest with the aim of achieving the plans that have been set.

The principles or concept of work done includes: 1) Focus on doing a job until the job is completed; 2) Patience in doing work from easy to difficult jobs; and 3) Consistent in doing the job.

Complete work is related to transformational leadership, if the work done is well perceived then transformational leadership will be implemented properly. Complete work is closely related to a person's ability to do work consistently, therefore someone who is able to work thoroughly is considered to have the ability as a transformational leader.

Due work is related to transformational leadership, this is in line with research conducted by: (Putri, 2022), (Emerson, R. W, 2018), (Cordina-Duverger, E., Menegaux, F., Popa, A., Rabstein, S., Harth, V., Pesch, B., ... & Guenel, P, 2018).

Conceptual framework

Based on the formulation of the problem, theoretical studies and relevant articles, the conceptual framework for this article is obtained as shown in figure 1 below.

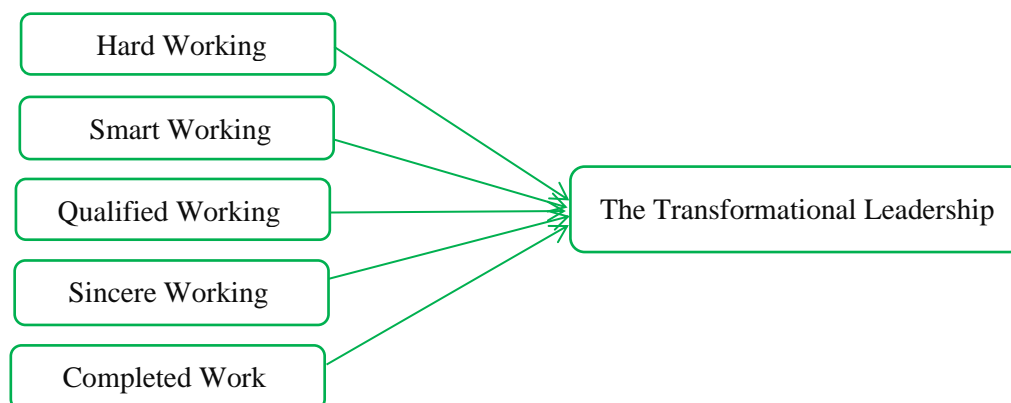


Figure 1: Conceptual Framework

Based on the conceptual framework picture above that: hard working, smart working, quality work, work sincerely and complete work are related to transformational leadership. Apart from the five variables related to transformational leadership, there are many other variables including:

- 1) Work culture: (Sari & Ali, 2022), (Widodo, 2017), (Renaldi, 2022).
- 2) Motivation: (Budiyono et al., 2022), (Nguyen et al., 2020), (Fauzi & Herminingsih, 2021).
- 3) Work environment: (Fitri et al., 2019), (Siahaan & Bahri, 2019).

CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the formulation of the problem, theoretical study, analysis of relevant articles and discussion, the conclusion of this scientific literature review article is to build concepts or hypotheses for further research are:

1. Hard working is related to Transformational Leadership.
2. Smart Working is related to Transformational Leadership.
3. Qualified Working is related to Transformational.
4. Completed Work is associated with Transformational Leadership.
5. Sincere working is related to Transformational Leadership.

Suggestions

Based on the conclusions above, there are other factors related to transformational leadership apart from hard working, smart working, quality work, sincere work and complete work, along with work culture, motivation and work environment.

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