

The Role of Inspirational Leadership in Improving the Work Quality of Employees of the Tomakaka Education Group in Mamuju

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Abstract

The following research aims to establish and perform an examination of the function of Inspiring Leadership in Improving Work Efficiency through Soft Competence and Employee Imagination of Tomakaka Group Mamuju Education Department, West Sulawesi. This research was performed by Tomakaka Community Mamuju Education Department, West Sulawesi, using a quantitative approach to study and a causal design. The study community consisted of 90 staff members of the Tomakaka Community Mamuju Education Department, West Sulawesi, utilizing a saturated sampling methodology. Both populations were a sample of 90. The data collection techniques were observation and interviews, questionnaires, and documentation-analysis of study results through road model analysis or path analysis. The research findings are as follows: 1) Charismatic leadership has a vital and essential effect on soft competency. 2) Inspiring leadership has an optimistic and critical impact on job innovation. 3) Inspiring leadership has a profound and vital effect on the standard of jobs. 4) Soft Skill has a positive and significant impact on the efficiency of employees' jobs. 5) Job Innovation has a profound and essential effect on the efficiency of workers' work. 6) Inspirational leadership has a positive and significant impact on Work Quality through Soft Competence 7) Inspirational leadership has a positive and significant effect on Work Quality through Employee Ingenuity at Tomakaka Community Mamuju Department of Education, West Sulawesi.

Keywords: Inspirational Leadership, Soft Competence, Work Creativity, Work Quality, Indonesia

1. Introduction

Achieving operational priorities in terms of enhancing the standard of work includes the supply of workers or staff with a degree of capability, quality, competence, and sufficient ability (Sawitri et al., 2019; Tamsah et al., 2020; Umar et al., 2019). This is important since accomplishing the institution's goals is determined by the willingness and worthiness of its workers to carry out work processes in that institution. Employees are essential to pay notice since they are executors of the job phase in a single organization. The quality of the leader is often considered the most important factor in the success or failure of an organization as well as the success or failure of an organization, both business and public oriented, usually perceived as the success or failure of the leader. So important is the role of the

leader that the issue of the leader has become a focus that attracts the attention of researchers in the field of organizational behaviour. Leaders play a key role in formulating and implementing organizational strategy.

This has the consequence that each leader is obliged to pay serious attention to fostering, moving, directing all potential employees in their environment so that the volume and workload of work that is directed at the goal can be realized. Leaders need to carry out serious coaching for employees so that it can lead to satisfaction and organizational commitment so that in the end it can increase high performance (Rinantanti et al., 2019). Organizations that succeed in achieving their goals and are able to fulfil their social responsibility will depend on their leaders. If the leadership is able to perform well, it is very likely that the organization will achieve its goals. An organization needs an effective leader, who has the ability to influence the behaviour of its members or subordinates. So, a leader or head of an organization will be recognized as a leader if he can have influence and is able to direct his subordinates towards achieving organizational goals.

Every leader in the work organization always needs a number of employees as assistants in carrying out the tasks which are the volume and workload of each unit. This has a consequence that each leader is obliged to pay serious attention to fostering, mobilizing and directing all potential employees in their environment so that the volume and workload of work that is directed at goals can be realized (Bin tahir et al., 2020). Leaders need to provide serious guidance to employees in their environment in order to increase job satisfaction, organizational commitment and high performance. Each leader in paying attention to fostering, mobilizing and directing all potential employees in their environment has a different pattern from one another. This difference is caused by the different leadership styles of each leader. Conformity between leadership styles, norms and organizational culture is seen as a key prerequisite for the successful achievement of organizational goals.

Consequently, the position of leaders, experts, and work-creativity is strongly linked to successful outcomes, owing to the continuous growth of the globalization period and the post-industrial revolution era, such that organizations that want to succeed need to ready themselves to thrive on the global market. It is needed if the organization seeks to improve the talents and creativity of the workers themselves (Awaluddin et al., 2019; Gani et al., 2019; Mustafa et al., 2020; Sahid et al., 2020). Depending on the history of the graduates of the workforce and the willingness to work beforehand, it is also necessary to improve employee success to succeed in today's work environment. To offer outstanding service, workers need to demonstrate exemplary efficiency in carrying out activities in operation to customers. The standard of human capital, which relates to the quality of employment, is the experience, talent, and skill of the workers and is directly connected to the employees' success in the Matutina organization (2006). Thus, the leader has a binding obligation in an organization where the leader's contribution can contribute to the effect of the effects of the work carried out on the institution's success. There are various areas in which the leader operates in such a manner that success may be successful and complete, such as delivering guidance and instruction to improve the staff's talents.

I was referring to the above in terms of the impact of inspiring leadership on enhancing the standard of work, particularly at the office of the Tomakaka Group Mamuju West Sulawesi Education Agency. It is the head office for academic facilities and educational institutions' reporting under the auspices of the Tomakaka Group Educational Organization. This culminated in an inability to maximize the job schedule in the following year when there were already work projects that had not been completed in the prior year. The study's purpose of the Tomakaka Community of Education workers in Mamuju, West Sulawesi, is to build and evaluate the impact of inspiring leadership on quality of work through soft skills and imagination.

2. Literature Review

Leadership as an activity to influence people's behavior to work together towards a specific goal that they want together. In other words, leadership is the ability to influence a group to achieve the group's goals. From the various opinions formulated by experts, it can be seen that the concept of leadership itself is almost as much as the number of people who want to define it, so that it is more of a concept based on experience. Most of the definitions of leadership have a common key word that is "an influencing process". However, we find that the conceptualization of leadership is in many ways different. Differences in terms of "who exerts influence, the purpose of the influence, ways to use the influence".

Stephen P. Robbins (Badeni, 2004) argues, leadership as the ability to influence a group toward the achievement of goals that leadership can be defined as a person's ability to influence a group toward the achievement of goals.

Leadership is defined as the process of influencing and directing various tasks related to the activities of group members. Leadership is also defined as the ability to influence various strategies and goals, the ability to influence commitment and adherence to tasks to achieve common goals; and the ability to influence groups to identify, maintain and develop organizational culture.

In leadership there are very few elements and characters determine for the achievement of the goals of an organization. According to Gibb (Sri Rahmi, 2014; Kanto et al., 2020; Umanailo, 2020), there are four main elements in leadership that are interrelated with each other, namely the leader who displays the personality of the leader, the group, the followers who appear with their various needs, attitudes and problems, and situations that include physical condition and group assignments. Furthermore, Blake and Mouton (Sri Rahmi, 2014) offer six elements which they consider to describe the effectiveness of leadership. The first three elements relate to how a leader moves his influence to the outside world, namely Initiative, Inquiry and Advocacy. The other three elements, namely, Conflict Solving, Decision making, and Critique. It deals with how to use the resources available in the organization to achieve the right results.

3. Method

3.1 Approach to Design and Research

The following research uses a quantitative approach and a simple design. This technique aims to validate each process and hypothesis by testing the interaction between each element. The subsequent research uses a causality design or a cause and effect relationship on the research variables. The research focuses on describing the hypothesis of influence among variables in this study, namely the impact of inspirational leadership on improving the quality of work of the Tomakaka Education Department, Mamuju Group, West Sulawesi, directly or not through variables. Intervening soft skills and work creatively.

3.2 Population, Sample and Sample Technique

Research and population included all the Tomakaka Group Mamuju Education Department staff, team of West Sulawesi and Submitted, and bureau's staff. The sample of this research was determined by as many as 90 people because, because the population was considered small, the entire population was sampled from the Tomakaka Group Mamuju West Sulawesi Education Department staff Sub-Directorate and the staff of the Bureau. Sampling techniques in the following studies are non-probability samples or saturated samples. The reason is that researchers see that the size of the piece is minimal.

3.3 Data Collection Technique

The researchers in this study took the data collection steps by dividing the questionnaires to the respondents. Then, to fulfill the data needed to support this research, different data collection techniques are required. Collect data from field surveys by looking at the problem-related interaction. This analysis method is carried out to satisfy primary evidence such as interviews, questionnaires, and findings. The next methodology is to be checked and evaluated using a literature sample as supplementary literature and references.

3.4 Study of evidence and theories Research methods

In carrying out the data review, all current data findings are stored and evaluated in many steps and the experiments' results. These phases began at the validation test stage, followed by the reliability test, and then entered the descriptive analysis. The analysis used in his research was the path model analysis.

4. Results

4.1. Validity and Reliability Test

Testing at the level of validity indicators in this study was conducted with product moment correlation techniques. This validity level test is conducted through the correlation between the score obtained by each statement item and the total score. If the value above 0, 30 states the indicator is valid. But if the value is below 0, 30 means the indicator is not in a valid position therefore cannot be used for this study. The results of this validity test can be described in the table such as follows:

Table 1. Validity Test Results

| variable | Indicator | Corrected Item Total Correlation | conclusion |
|--------------------------|------------------|----------------------------------|------------|
| Inspirational leadership | X ₁ | 0.847 | Valid |
| | X ₂ | 0.828 | Valid |
| | X ₃ | 0.840 | Valid |
| | X ₄ | 0.885 | Valid |
| | X ₅ | 0.708 | Valid |
| Soft Competence | Y _{1.1} | 0.762 | Valid |
| | Y _{1.2} | 0.870 | Valid |
| | Y _{1.3} | 0.820 | Valid |
| | Y _{1.4} | 0.894 | Valid |
| | Y _{1.5} | 0.924 | Valid |
| Work Creativity | Y _{2.1} | 0.823 | Valid |
| | Y _{2.2} | 0.768 | Valid |
| | Y _{2.3} | 0.775 | Valid |
| | Y _{2.4} | 0.816 | Valid |
| | Y _{2.5} | 0.864 | Valid |
| Work Quality | Z ₁ | 0.818 | Valid |
| | Z ₂ | 0.876 | Valid |
| | Z ₃ | 0.923 | Valid |
| | Z ₄ | 0.903 | Valid |

Source through: Primary Data processed in 2020

Based on the 1st argument, the conclusion is that all statement items by each variable that has been studied are Valid, as evidenced by having a value above 0.30. So, all items are worth using in this research process.

Instrument testing was tested using Cronbach Alpha (α SPSS statistics). One variable model is called reliable when it gives a Cronbach Alpha result > 0.60 . The results are a reality test for inspirational leadership variables (X), Soft Competency (Y1), Work Creativity (Y2) and Work Quality (Z)

Table 2. Reliability Test Results

| Variable | Cronbach's Alpha | N of Item | Conclusion |
|--------------------------|------------------|-----------|------------|
| Inspirational Leadership | 0,880 | 5 | Reliable |
| Soft Competencies | 0,906 | 5 | Reliable |
| Work Creativity | 0,867 | 5 | Reliable |
| Quality of Work | 0,660 | 4 | Reliable |

Source via: Data Primer Processed 2020

Based on table 2, the test result of reliability using Cronbach's alpha model can be understood if the value of Cronbach's alpha reliability coefficient which has been measured is more than 0.60. Because all the values of Cronbach's alpha each variable is at the upper level of the end limit or cut of point 0.600 so it can be concluded if all variables are reliable or reliable.

4.2. Variable Description

Description of Inspirational Leadership Variables (X)

Descriptive analysis of respondents' statements related to inspirational leadership variables based on the results of respondents' statements on questionnaires can be seen in table 3 such as:

Table 3. Description of Inspirational Leadership Variables (X)

| Indicator | STS | | TS | | R | | S | | SS | | Mean |
|-----------|-----|-----|----|-----|---|-----|----|------|----|------|------|
| | F | % | F | % | F | % | F | % | F | % | |
| X1 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 59 | 65.6 | 30 | 33.3 | 4.32 |
| X2 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 60 | 66.7 | 29 | 32.2 | 4.31 |

| | | | | | | | | | | | |
|-------------------------------------|---|-----|---|-----|---|-----|----|------|----|------|------|
| X3 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 54 | 60.0 | 35 | 38.9 | 4.38 |
| X4 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 56 | 62.2 | 33 | 62.2 | 4.36 |
| X5 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 63 | 70.0 | 25 | 27.8 | 4.26 |
| Total Inspirational Leadership Mean | | | | | | | | | | | 4.32 |

Source via: Primary Data processed in 2020

Based on the above can be concluded if the five indicators on inspirational leadership variables are very influential indicators support (X1.3) which indicators have a mean value of 4.42, and the indicator that has the lowest influence is the consultation indicator (X1.5) and both indicators are classified as very high categories between 4.01-5.00.

Description of Soft Competency Variables (Y1)

Descriptive analysis of respondents' statements related to soft competency variables based on which respondents answered on the questionnaire can be seen in table 4 as below:

Table 4. Software Competency Variable Descriptor (Y1)

| Indicator | STS | | TS | | R | | S | | SS | | Mean |
|-----------------------------------|-----|-----|----|-----|---|-----|----|------|----|------|------|
| | F | % | F | % | F | % | F | % | F | % | |
| Y1.1 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 61 | 67.8 | 27 | 30.0 | 4.28 |
| Y1.2 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 56 | 62.2 | 33 | 36.7 | 4.36 |
| Y1.3 | 0 | 0,0 | 0 | 0,0 | 5 | 5.6 | 50 | 55.6 | 35 | 38.9 | 4.33 |
| Y1.4 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 51 | 56.7 | 37 | 41.1 | 4.39 |
| Y1.5 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 54 | 60.0 | 35 | 38.9 | 4.38 |
| Mean Total Soft Competency | | | | | | | | | | | 4.34 |

Source via: Primary Data processed in 2020

Based on the above can be concluded if based on the five indicators of the most influential soft competency variable is the motivation indicator (Y1.4) which indicators have a mean value of 4, 42, and the lowest indicator influence is the personality indicator (Y1.1) and both indicators are classified as very high categories between 4, 01-5.00.

Description of Variable Creativity Work (Y2)

Descriptive analysis based on the results of the respondent's statement related to the variable Creativity Work based on the results answered by the respondent related to the statements in the questionnaire that has been given to the respondent. Various results answered by respondents related to work creativity variables can be seen in the table 5:

Table 5. Variable Description of Work Creativity (Y2)

| Indicator | STS | | TS | | R | | S | | SS | | Mean |
|-----------------------------------|-----|-----|----|-----|---|-----|----|------|----|------|------|
| | F | % | F | % | F | % | F | % | F | % | |
| Y2. 1 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 52 | 57.8 | 36 | 40.0 | 4.38 |
| Y2. 2 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 50 | 55.6 | 38 | 42.2 | 4.40 |
| Y2. 3 | 0 | 0,0 | 0 | 0,0 | 0 | 0.0 | 62 | 68.9 | 28 | 31.1 | 4.31 |
| Y2. 4 | 0 | 0,0 | 0 | 0,0 | 0 | 0.0 | 55 | 61.1 | 35 | 38.9 | 4.39 |
| Y2. 5 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 56 | 62.2 | 33 | 36.7 | 4.36 |
| Mean Total Creativity Work | | | | | | | | | | | 4.37 |

Source via: Primary Data processed in 2020

Based on the above can be concluded if the five indicators on the most influential work creativity variables are problem solving indicators (Y2.2) whose indicators have a mean value of 4.40, and the indicators that have the lowest influence is the personality indicator (Y2.3) which indicators have a mean value of 4.31, but both indicators are classified as very high categories between 4.01-5.00.

Descriptive Analysis of Working Quality Variables (Z)

Descriptive analysis based on the results of the respondent's statement related to the Variable Quality of Work is based on the results answered by the respondents related to the statements in the questionnaire that has been given

to the respondent. Various results answered by respondents related to work quality variables can be seen in 6 as below:

Table 6. Work Quality Variable Descriptor (Z)

| Indicator | STS | | TS | | R | | S | | SS | | Mean |
|-----------------------------------|-----|-----|----|-----|---|-----|----|------|----|------|------|
| | F | % | F | % | F | % | F | % | F | % | |
| Z 1 | 0 | 0,0 | 0 | 0,0 | 0 | 0.0 | 60 | 66.7 | 30 | 33.3 | 4.33 |
| Z 2 | 0 | 0,0 | 0 | 0,0 | 3 | 3.3 | 60 | 66.7 | 27 | 30.0 | 4.27 |
| Z 3 | 0 | 0,0 | 0 | 0,0 | 2 | 2.2 | 53 | 58.9 | 35 | 38.9 | 4.37 |
| Z 4 | 0 | 0,0 | 0 | 0,0 | 1 | 1.1 | 54 | 60.0 | 35 | 38.9 | 4.38 |
| Mean Total Working Quality | | | | | | | | | | | 4.33 |

Source through Primary: Data processed in 2020

Based on the above can be concluded if the four indicators on the most influential work quality variables are enthusiasm indicators (Z4) whose indicators have a mean value of 4.38, and indicators that have the lowest effect of work process indicators (Z3) whose indicators have a mean value of 4.27, but both indicators are classified as very high categories between 4.01-5.00.

4.3. Data Analysis Results

Hypothesis 1

Based on the analysis of the path model the result is the structure I presented in the table 7 as follows:

Table 7. Substructure Hypothesis Test I
Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | itself. |
|------------------------------|-----------------------------|------------|---------------------------|-------|---------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 2,392 | 1,007 | | 2,089 | 0,014 |
| Inspirational leadership (X) | 0,752 | 0,079 | 0,751 | 7,506 | 0,000 |

a. Dependent Variable: Soft Competency (Y₁)

Source via: Primary Data processing 2020

Based on Table 7, the causality relationship of inspirational leadership to soft competence is the value in T Count which is 7,506 while table T value is 1.661, the two values show the result of T Value Count of 7,506 > T value Table is 1,661, and its significance value < 0,05, Based on that hypothesis 1 is accepted, meaning inspirational leadership has a positive and significant influence on the soft competence of employees in the Ministry of Education Tomakaka Group Mamuju West of Sulawesi.

Hypothesis 2

Based on the analysis of the path model the result is structure II presented in table 8 as follows:

Table 8. Substructure Hypothesis Test II
Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | itself. |
|------------------------------|-----------------------------|------------|---------------------------|-------|---------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 2,992 | 1,307 | | 2,289 | 0,024 |
| Inspirational leadership (X) | 0,618 | 0,072 | 0,630 | 7,642 | 0,000 |

a. Dependent Variable: work creativity (Y₂)

Source: Data Primer after processing 2020

Based on Table 8, it can be seen that the results show the causality of inspirational leadership to work creativity is the value on T Count which is 7,642 and while the table T value is 1,661, the two values show that the value in T Count is $7,642 >$ the table T value is 1,661, then the significance value < 0.05 , Based on that hypothesis 2 accepted means inspirational leadership has a positive and significant influence on the creativity of employees in the Ministry of Education Tomakaka Group Mamuju West Sulawesi.

Hypothesis 3

Based on the analysis of the path model the result is structure III presented in the following table 9:

Tabel 9. Sub Structure III Hypothesis Test
Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | itself. |
|-----------------------------------|-----------------------------|------------|---------------------------|-------|---------|
| | B | Std. Error | Beta | | |
| (Constant) | ,147 | 1,065 | | ,138 | ,891 |
| 1 Inspirational leadership (x) | ,191 | ,089 | ,219 | 2,142 | ,035 |
| soft competency (Y ₁) | ,334 | ,058 | ,419 | 5,770 | ,000 |
| work creativity (Y ₂) | ,644 | ,085 | ,737 | 7,592 | ,000 |

a. Dependent Variable: working quality (z)

Source: Data Primer after processing 2020

Based on Table 9, the causality of inspirational leadership on the quality of work is the value in T Count which is 2,142 and while the table T value is 1,661, the two values show that the value in T Count is $2,142 >$ the table T value is 1,661, and the significance of the < 0.05 , Based on that hypothesis 3 received which means inspirational leadership has a positive and significant influence on the quality of work of employees in the Ministry of Education Tomakaka Group Mamuju West Sulawesi.

Hypothesis 4

Based on Table 9, the causality relationship of soft competence to the quality of work is the value in T Count which is 5,770 and while the table T value is 1,661, the two values show that the value in T Count is $5,770 >$ the table T value is 1,661, and the significance value < 0.05 , Based on that hypothesis 4 accepted means that work creativity has a positive and significant influence on the quality of work of employees in the Ministry of Education Tomakaka Group Mamuju West Sulawesi.

Hypothesis 5

Based on Table 9, the causality relationship of work creativity to the quality of work is the value in T Count which is 7,592 and while the table T value is 1,661, the two values show if the value on the T Count is $7,592 >$ the table T value is 1,661, and the value for the discussion of significance $<$ or below 0.05, Based on that hypothesis 5 accepted means the creativity of soft work has a positive and significant influence on the quality of work of employees in the Department of Education Tomakaka Group Mamuju West Sulawesi.

Hypothesis 6

Based on the test results using sobel test obtained T Count value that is seen connected between inspirational leadership to the quality of work through soft competence is worth 5,731. Existing values show T Count $>$ T Table, 1,661. Based on this, hypothesis 6 is accepted, or inspirational leadership has a positive and significant influence on the quality of work through soft competence.

Hypothesis 7

Based on the test results using sobel test obtained T Value Count that is seen connected between inspirational leadership to the quality of work through work creativity is worth 6,138. Existing values show T Count $>$ T Table

1,661. Based on this, hypothesis 7 is accepted, or inspirational leadership has a positive and significant influence on the quality of work through creativity of work. And described as below:

Table 10. Hypothesis Test Results

| Path Coefficient | Standardized Coefficient | T Count | itself. | conclusion |
|------------------|------------------------------|---------|---------|-------------|
| X to Y1 | 0,751 | 9,506 | 0,000 | H1 received |
| X to Y2 | 0,630 | 7,642 | 0,000 | H2 received |
| X to Z | 0,219 | 2,142 | 0,035 | H3 received |
| Y1 to Z | 0,419 | 5,770 | 0,000 | H4 received |
| Y2 to Z | 0,737 | 7,592 | 0,000 | H5 received |
| X to Z via Y1 | $0,751 \times 0,419 = 0,315$ | 5,731 | - | H6 received |
| X to Z via Y2 | $0,630 \times 0,737 = 0,464$ | 6,138 | - | H7 received |

Source: through Primary Data after processing in 2020

Coefficient of Determination Test (R²)

To see the amount of contribution given to each sub structural in this study such as:

Table 11 Model I Coefficient of Determination Test
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1 | 0,775 ^a | 0,514 | 0,608 | 1,006 |

a. Predictors: (Constant), Soft Competency (Y₁), Inspirational Leadership (X)

Source via: Processed Primary Data, 2020

Based on the 11 magnitude of R Square value in substructural model I of 0.514 shows inspirational leadership influenced soft competence by 51.4% and the remaining 48.6% got influence from variables that were not included in this study.

Table 12. Model II Coefficient of Determination Test
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1 | 0,845 ^a | 0,614 | 0,708 | 1,106 |

a. Predictors: (Constant), Creativity (Y₂), Inspirational Leadership (X)

Source via: Processed Primary Data, 2020

Based on the 12 magnitude of R Square value in substructural model II of 0.614 shows inspirational leadership affects work creativity by 61.4% and the remaining 38.6% get influence through other variables that have not been included in this study.

Table 13. Model III Coefficient of Determination Test
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1 | 0,877 ^a | 0,769 | 0,761 | 0,875 |

a. Predictors: (Constant), Work Creativity (Y₂), Soft Competency (Y₁), Inspirational Leadership (X)

Source via: Primary Data 2020

Based on the 13 magnitude of R Square value in substructural model III of 0.769 shows inspirational leadership, soft competence, and work creativity affects the quality of work by 76.9% and the remaining 23.1% gets influence from variables that are not included in this study such as communication patterns, awards / rewards, educational background, facilities, hard skills, and several other variables.

5. Discussion

The Impact of Inspiring Leadership on Soft Competence of Employees

The one-test hypothesis's findings indicate that the charismatic leadership results have a strong and robust impact on soft competence, which is shown by the significance of the T-count, namely $7.506 > T\text{-Table } 1.661$, then the value is 0.000. This argument is backed by Bass' opinion in Swandari (2003), which notes that charismatic leadership is how a leader with the intensity or authority would impact his subordinates with those methods that the leader has. The findings of Syafaruddin's study (2001) looked at the type of leadership under which the results revealed that well-performing employees were positively affected by the Central Secretariat employees' Bone Regency's leadership style Finance Department. This is related to Rendyka Dio Siswanto et al., (2017) research findings. Their research outcomes have shown that a consultative leadership style will increase PT Freeport's efficiency in Indonesian employees.

The Influence of Inspiring Leadership in Employee Job Innovation

It is seen that the effects of charismatic leadership have a substantial and significant impact on job innovation centring on the experiments carried out on Hypothesis 2. which can be shown from the significance of the T count, namely $7.642 > T \text{ Table } 1.661$, where the value is 0.000. Similar findings from Ida Ayu Dewi Wijayanti Iwayan Gede Supartha (2019) have also shown that inspiring leadership will improve PT's imagination. It's Aura Bali Art. It is also evident that creativity in direction can make it simpler for a leader to manage the business and accomplish corporate goals by providing ideas or improvements or innovative changes and can influence a job-friendly climate. It will encourage workers to build the quality and behaviours of imaginative thought to become rewards of employees in their jobs.

Influence of Employee Quality Inspirational Leadership

The experiments carried out on Hypothesis 3 indicate that charismatic leadership's effects have a strong and robust impact on the standard of work, shown by T-count's value, namely $2.142 > T\text{-Table } 1.661$, which is the value of 0, 035. The opinion of Bowd Mc Dougall confirms this. And Yewchuck (1994) claims that imagination in the spirit of leadership can have an effect or a cognitive mindset emerges in the leader. Inspirational leadership often leads or inspires subordinates to the company's aims by enhancing their jobs' efficiency by clarifying their positions and tasks or their essential duties. As part of their work. Inspirational leadership inspires subordinates to be more innovative, and they are themselves more successful, and they are willing to encourage their associates to increase the standard of their jobs. Leadership is one individual's stage of operation to guide a person by direct supervision and control others, to do everything as anticipated, Sutrisno (2009). Meanwhile, Indrawijaya (2010) suggests that what leadership entails is how to control and motivate workers to carry out and execute when they wish to accomplish corporate priorities that have been decided in conjunction with what has been unanimously accepted.

The Effect of Soft Competence on Efficiency of Employee Work

Centred on the experiments carried out on the fourth theory, it indicates that the effects of soft competence have a positive and significant influence on employees' efficiency. The findings are seen in the T count sum, namely $5.770 > T \text{ Table } 1.661$, where the value is 0.000. The results are close to what Despinur (2017) studied, namely 'The effect of job morale and expertise on the output of workers by the standard of service in administrative personnel at Jakarta State University in Indonesia,' with the results suggesting that employee integrity influences the performance of employees. This indicates that most Jakarta State University workers believe that their booming success is motivated by their expertise and motivation to function. Since workers have strong qualifications, the output will improve, but if employees do not have the competence and desire to serve, performance will stay low. Many workers often find that their success is affected by other factors, such as managerial engagement, job culture, jobs, work facilities, or a supportive setting.

The Effect of Job Innovation on Employee Quality

Based on the experiments carried out on the fourth theory, it is seen that the effects of job innovation have a positive and vital impact on the efficiency of the work done by workers, which is shown by the value of the T count, namely $7.592 > T \text{ table } 1.661$ with a value of 0.000. This result is also confirmed by Oldham's (1997) research findings

entitled "Enhancing Creativity Managing work contexts for the high potential employees," which notes that the concept of creativity in managing work is essential and needs to occur in any organization to improve employees' potential. The findings of Jihanti Dama's research (2014) indicate that innovation and imagination have a significant effect on performance enhancement at PT Bank Mandiri Kanwil Manado.

The Impact of Inspiring Leadership on Quality Work through Soft Competence

Based on the experiments carried out on Hypothesis 4, it is seen that the effects of inspiring leadership have a strong and robust impact on the efficiency of employees' jobs by soft skills, shown by the importance of the T count, namely $5.731 > T$ Table 1.661. Another study states that is to suggest, according to Handoko (2013) says that, with the mindset of a king, he would be able to control the individual he leads or his subordinates. Soft competence also has a significant effect on workers' jobs' efficiency since smooth competence can deliver the desired quality of work. Relevant to the results of Maqbool's research (2017), which examines The Impact of Emotional Intelligence, Project Manager Competency, and Inspirational Leadership on Project Success, An Empirical Perspectives. The research results show that project managers with high emotional intelligence have the desired competencies and demonstrate Inspirational leadership behaviors as influential leaders. Ses results may allow the project supporter to choose the right project manager for their project.

The Impact of Inspiring Leadership on Quality of Work by Imagination

The experiments carried out on the fourth theory indicate that charismatic leadership has a vital and robust influence on the standard of employees' jobs by their innovation. Meanwhile, Gumuslouglu's (2009) study entitled "Inspirational leadership, creativity and organizational innovation" with the research findings reveal that inspirational leadership has a significant influence on creativity at the human and organizational levels. At the person stage, linear hierarchical models' results indicate a clear connection between inspiring leadership and employee innovation. Moreover, inspiring leadership influences employee innovation through psychological empowerment. Research by Onny Juwono and Yuliana Wangsadinata (2008), were the outcomes of research on innovation and leadership style and integrity will boost efficiency and directly influence the happiness of employees at PT. It's Interdata Bakti. And the findings of Putu Pradiva Putra Rendered Wardana's research has shown that inspiring and transactional leadership and creativity will boost employee job outcomes based on his case study at the PT Pegada's Bali Regional Office.

6. Conclusion

Based on the results of this study and on what was addressed in previous chapters on inspiring leadership in enhancing the quality of work of the workers of the Tomakaka Community Mamuju Education Department, West Sulawesi. It can be inferred that the quality of work is positively affected by three factors, namely leadership. Emotional, soft skills and innovation, and inspirational leadership significantly influence the standard of work whether they are assisted by soft skills and vital employee work creativity. It implies that the more successful organization, the softer skills, and creativity will be improved such that work success delivers the desired quality of work.

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