



Application of Leadership Style to the Management of PT Trias Sentosa

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ABSTRACT

The purpose of this study was to determine the application of leadership style at PT Trias Sentosa to the company's management. Every company certainly has a leader, where his leadership will affect employee performance. Based on leadership theory, that a leader has a big influence on the good and bad development of a company. The method in this research uses descriptive qualitative research. The results of the research on the application of leadership to the management function at PT. Trias Sentosa, Tbk, namely: 1) setting the direction of business goals and targets, 2) developing strategies in achieving these goals and targets, 3) determining the required resources, 4) setting standards of success in achieving business goals and targets.

Keywords: *Leadership, Management, Employee Performance*

INTRODUCTION

In the contemporary industrial environment, effective leadership is crucial in managing the workforce and ensuring the achievement of organizational goals. A well-structured leadership style fosters synergy between leaders and subordinates, promoting communication and collaboration, which are essential for enhancing performance. This synergy becomes even more critical during periods of economic uncertainty, where the pressure on employees to meet both personal and professional demands increases. Industries must balance the need to achieve corporate objectives with the necessity of addressing employee well-being and motivation, as this balance directly impacts employee compliance, commitment, and, ultimately, the success of the organization.

Leadership goes beyond merely holding a position of authority; it involves the ability to influence and guide others towards achieving shared objectives. Effective leadership is dependent on a leader's ability to understand the diverse needs of their employees and adapt their leadership style accordingly. PT. Trias Sentosa, a leading player in the flexible packaging film manufacturing industry, exemplifies how leadership practices can significantly impact employee performance and morale. Since its establishment in 1979, PT. Trias Sentosa has strived to be recognized as a leading innovator in Asia, a vision that requires strong and adaptive leadership to realize.

Theoretical frameworks on leadership, such as the Great Man Theory, Trait Theory, Behavioral Theory, and Contingency Theory, offer different perspectives on the development and function of leadership within organizations. The Great Man Theory posits that leadership qualities are innate and that leaders are born, not made (Carlyle, 1841). In contrast, Trait Theory suggests that leadership effectiveness is determined by certain inherent traits, such as intelligence, decisiveness, and charisma (Stogdill, 1948). Behavioral Theory shifts the focus from inherent traits to observable behaviors, arguing that leadership can be learned and developed through specific actions and strategies (Bass, 1985). Meanwhile, Contingency Theory contends that there is no single best way to lead, as effective leadership depends on the specific context and situation in which it is exercised (Fiedler, 1967).

Leadership style is intrinsically linked to organizational outcomes, including employee performance, job satisfaction, and ultimately, the financial success of the organization. Key variables such as leadership effectiveness, communication quality, employee motivation, and job satisfaction are pivotal in determining these outcomes.

Leadership Effectiveness refers to the leader's capacity to influence employee behavior in ways that contribute to achieving organizational objectives (Yukl, 2013). This includes the ability to inspire, motivate, and align the team's efforts with the strategic goals of the organization. Communication Quality encompasses the clarity, consistency, and effectiveness of information exchange between leaders and subordinates, which is essential for ensuring that employees are fully aware of their roles, responsibilities, and expectations (Robbins & Judge, 2013). Employee Motivation is a critical factor influencing both individual and organizational performance. It is largely shaped by leadership, as leaders who understand and address the needs of their employees are more likely to foster a motivated workforce (Deci & Ryan, 2000). Job Satisfaction is closely related to leadership style and employee motivation. A leadership style that promotes inclusion, recognition, and professional growth can significantly enhance job satisfaction, leading to higher levels of employee engagement and reduced turnover rates (Locke, 1976).

By applying these theoretical insights to the study of PT. Trias Sentosa, this research aims to explore the impact of leadership style on employee performance and organizational income. The findings of this study are expected to provide valuable insights for leaders in similar industries, helping them to adopt leadership practices that not only drive organizational success but also enhance the well-being and satisfaction of their employees.

METHOD

Qualitative descriptive research is one of the types of research listed in the type of qualitative research. There is also the purpose of this research is to say events or reality, conditions, events, elastics and conditions that are intertwined when the research is carried out by serving what is actually intertwined. This research interprets and describes information related to the atmosphere that is still established, actions and thoughts that are intertwined in a citizen, antagonism between 2 or more conditions, the bond of accompanying variables that emerge, the comparison of accompanying the existing reality and its influence on a situation, and the like.

For Nazir (1988), a descriptive procedure is a procedure in studying the status of a group of people, a subject, a set of situations, a system of views or a category of incidents in the current era. The purpose of this descriptive research is to create stories, reflections, or images in an analytical, actual and careful way of facts, properties and connections between the phenomena being investigated. On the other hand, Sugiyono (2005) reported that a descriptive procedure is a procedure used to describe or analyze a research result but is not used to make a larger conclusion. For Whitney (1960), the descriptive procedure is the search for reality with the right sense of Sentosa.

RESULT AND DISCUSSION

Leadership Theory in the Company.

Based on the results of the analysis, it can be known that in the way of customary leadership of the body, there are consequences for the ability of employees. The results of the analysis can also be known that the ability of employees and corporate customs have a powerful effect on the ability of employees. Anna Kristianti, (2007) carried out research entitled "The Consequences of Motivation Activities and Transformational Leadership Attitudes to the Ability of Employees of PT. Pabelan Surakarta". The analysis procedure used is a regression analysis. The results of the research prove that leadership attitudes have a positive and important effect on employee abilities.

Nurjanah, (2008) carried out research entitled "The Consequences of Leadership Style and Agency Customs to Organizational Commitment in Improving Employee Capabilities (Research on the Agricultural Unit Scope Office)". The analysis procedure used is the Structural Equation Model (SEM).

Leadership theory in the company PT. Trias sentosa, Tbk uses the "Trait Theory of Personality Traits". This is because before becoming the company's leader at PT. Trias Sentosa, Tbk (Production Supervisor), he used to be a former outsourcing employee with a 3rd party and then a few years later he was appointed as a permanent employee at PT. Trias Sentosa, Tbk as a process slitting operator then rose to the position of production formant as time went by, he was trusted as a production supervisor until now. And he has also had many years of career in the world of flexible film manufacturing (production). Pengal Sentosa for many years is why he has been able to lead the company until now.

Observation of the Company's Leadership Style.

The leadership style in the body is shown to influence many people who are guided, so that they want to do the kind that is expected or shown by others who lead them. (Sutikno, 2014: 16). For Thoha

(2013: 49), leadership style is the norm of attitude used by a person when that person is trying to influence the attitude of others as he observes.

On the other hand, Rivai (2014: 42) said that leadership style is a set of identities that are used to influence subordinates so that the body's targets are successful, or it can also be said that leadership style is a pattern of attitudes and strategies that are favored and often applied by a superior. A leadership style that proves, directly or indirectly, a person's religion directs the expertise of his subordinates. This means that leadership style is an attitude and strategy, as a mixed result of teachings, expertise, character, actions, which are often applied by a superior when he tries to influence the ability of his subordinates.

The leadership style at PT. Trias Sentosa uses a democratic leadership style where leaders and employees always communicate to solve problems together and to achieve decisions agreed between leaders and employees of the company.

Implementation of the Leadership Function at the Front of Management.

The application of leadership to the management function at PT. Trias Sentosa, Tbk is for:

- a. Deciding on the direction of goals and objectives of the business field.
- b. Strategize in revenue goals as well as those goals.
- c. Determine the required energy base.
- d. Setting a standard of success in revenue, a goal as well as a business goal.

For example, Mr. Muhammad Yusuf Hermawan as a production supervisor, he used his leadership to determine the resources he had to advance the company as well as increase sales and services in terms of expedition services in order to be competitive.

CONCLUSIONS

Leadership theory in the company PT. Trias sentosa, Tbk uses the "Trait Theory of Personality Traits". The leadership style at PT. Trias Sentosa uses a democratic leadership style where leaders and employees always communicate to solve problems together and to achieve decisions agreed between leaders and employees of the company. The application of leadership to the management function at PT. Trias Sentosa, Tbk is to: decide the direction of business goals and objectives, organize strategies in revenue goals and targets, ensure the necessary energy base, decide on the standard of success in income for a business purpose and target.

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