

# Shift Innovation Leadership Using of Improved Lecturer Performance in Tri Dharma at the College of Stpi Curug - Indonesia

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**Abstract:-** Leadership is an important factor influencing performance improvement the organizations in order to achieve the objectives that must be achieved including “Tri Dharma College”. Lecturer, "is one of the important assets that is very instrumental in advancing and resignation of a college. Improving the ability of lecturers to be fundamental achieve the goals of the Tri Dharma College, which can be realized through leadership of higher education institutions ". This study, "uses a qualitative descriptive type in order to find out the problems faced and find solutions. Primary data collected through documentation and observation and analyzed using interactive models developed by ", (Miles and of Huberman, 2014). The results of this study prove that : "College leaders who use a transformational style can be seen from the aspect preparation of programs involving lecturers, briefing according to the main tasks and functions there are standards of higher education, and conditional intensive supervision". The performance of lecturers in implementing the Tri Dharma of Higher Education was quite good however still needs to be improved, therefore the leadership needs to pay attention and also motivate lecturers materially and non-materially, so that lecturers can improve performance in implementing the Tri Dharma College.

**Keywords:-** Innovation, Leadership, Performance, Tri Dharma.

## I. INTRODUCTION

A leader has an internal task move all components to one institutions to work together mutually effective and efficient have power in order to improve performance. As it says : "The field of management which has to do with planning, organizing, and controlling various operative functions of procuring, developing, maintaining, and utilizing a labor force, in such that the : a.) objectives for which the company is established are attained economically and effectively; b). objectives of all levels of personnel are served to the highest possible degree; c). objectives of the community are july considered and served", (Caiden, 2009).

Leadership as a field that need to get the attention that it has essential essence of : "planning, organizing, supervision and evaluation. The leadership is a role strategic to achieve the mission, vision and short term as

well as long term goals from organi-zations", (Thoha, 2011).

Imagine yourself as a leader within an organization, working at developing the skills of your employees in order to help motivate them to perform at their highest level each day. These questions are important and this paper seeks to provide an explanation of a set of leadership skills that can provide leaders the ability to direct work and inspire employees to perform their best, (Hamilton, 2011).

Leader is a force that can drive subordinates to: carry out tasks and obligation as good as possible. Through transformational leadership is expected can or contribute to performance, as stated : "leadership as influence, the art or the process of influencing people so that they will be willing and willing enthusiastically cally toward the achievement of group goals. This concept can be enlarged imply not only willingness to work but also willingness to work with zeal and confidence", (Bruce, 2011).

Leadership is nothing but an order influence, art or process influences people so they want to fight work voluntarily and enthusiastically towards achieving group goals", (Thoha, 2011). The concept can be expanded, implying sitan not only wants to work, but also has a will accompanied by feelings of enthusiasm and trust. "The spirit reflects excitement at work, full of funguhan, and intensity in implementation activity, namely trust reflects experience and technical ability owned", (Dessler, 2009). Leading means guide, direct, guide, and blaze the way. Leader's duties the main thing is helping a group with all the ability to achieve goals effectively. Leader not just standing behind the group to encourage and awaken, but put yourself in front group to simplify and push to achieve goals organization", (Abror, 2014).

Like a conductor, "then the leader has a function to produce sound that is really coordinated and with the right tempo through effort integrated instrumentalists". With the conductor's leadership qualities, this orchestra group can deliver rhythm music that is fun and interesting. Thus also in college, leadership universities have a high contribution on institution, especially in improve the performance of lecturers towards Tri Higher Education Dharma". Based on the description described The problem can be formulated as the following : "Is with the model leadership transformational could contributing to improve performance lecturer in carrying out the Tri Dharma College" ?

## II. LITERATURE REVIEW

### 1. Leadership Transformational

Leadership according to, "is one of the most observed topics as well as the fewest phenomena understood. This is clearly seen in the development of the definition put forward", (Burn, 1997). Understanding towards leadership theory, it can be known that: "there is a theory which states that the leader is born, not made. Some also stated that the leader happened because of their existence groups of people, and he trade withled". In addition there are those who have opinion that "the leader arises because the situation allows it to exist. And theory the most recent look at leadership through organizational behavior, (Rowald, 2006).

This theory emphasize that there are determinants reciprocity in this leadership. The deciding factor is the leader himself, environ-mental situation, and his own behavior", (Thoha, 2011). In general terms the leadership has various restric-tions in the opinion of the expert. Some of them suggested that leadership is " the ability and readiness to inspire, guide, direct, or manager other" Good, in this sense someone who wants to be recognized as a leader must has advantages in several functions which is explicit, namely: "to influence, guide to ability managing others ". If you can't run into all of those functions, practically leadership cannot be accepted by group as a functional leader. Whereas Wiles presents that leadership is all forms help that can be given by someone for determination and achievement group goals", (Kartono, 2007).

Behavioral scientists in leadership which supports the nature approach in leadership assume that "In a leader there are traits certain default that determines it become an effective leader. The properties the personality of the leader is many used to explain and predict success in the field leadership". There are 5 general categories the nature of effective leaders, namely : "1) ability, 2) achievement, 3) responsibility, 4) order, and 5) status. But, the nature of that clear and consistent adhering to leaders who effective it is not significant, it does not correlate with leadership effectiveness, and not one trait that is absolutely essential", (Kartono, 2007).

Transformational leadership, "as leaders who have the power to influence subordinates in ways certain. With the application of leadership trans-formational subordinates will feel trusted, valued, loyal and responsive towards its leader", (Hartanto, 2011). Transformational leadership is, "type the leader who inspires the his followers to put aside their personal interests and possess ability to influence ". There are three ways a leader transformational motivate his subordinates namely, is :

- 1) Encourage employees to be more realize the importance of results of operations.
- 2) Encourage employees to take precedence group interests.
- 3) Increase employee needs higher as self-esteem and self actualization ", (Hartanto, 2011).

Relating to transfor masional, there is four characteristics leadership from the leader-ship model transformational, namely, is :

- 1) Charisma, "the ideal influence, charisma and the ideal influence with regard to subordinate reaction to the leader. The leader gets a standard height and challenging goals for subordinate. Charisma and ideal influence from the leader shows it is establishment, emphasizing pride and trust,, placing issues that are difficult, showing the most value important in a strong vision and mission, emphasize the importance of goals, commitment and the ethical consequences of the decision as well have sence of mission. With so the leader will be emulated, arouse pride, loyalty, respect, enthusiasm and trust subordinate".
- 2) Stimulation intellectuals, "Where appreciate intelligence, develop rationality and decision making carefully".
- 3) Inspiration, "an inspirational leader is an acting leader with way motivate and inspire meaningful subordinates able to communicate hope high hopes from his subordinates, use symbols to focus on hard work, expressing purpose in a simple way". Leader have an interesting vision for the times ahead, set high standards for subordinates, optimism and enthusiasm, give encouragement and meaning to what needs to be done.
- 4) Individual attention, "individual attention is the method used by leader to gain power by acting as a guide, give individual attention and personal support for its employees".

So leaders like it gives personal attention towards his subordinates who see subordinate as individual and offer special attention to develop subordinates for the sake of performance the good one. According to Bass, "leadership characteristics transac-tional consists of two aspects, vizcontingent fees, and exception management. Related with influence style transformational leadership towards employee behavior, leadership style transformational is the determining factor which influences attitude, perception, and employee behavior where it occurs increased trust in leaders, motivation, job satisfaction and ability reduce the number of frequent conflicts occur in an organization", (Bass in Yaqub, 2010).

Transformational leadership model on essentially stressed that, "a leaders need to motivate their subordinates to carry out more responsibilities than expected. In these two decades, transfor-mational leadership is approach that was developed by many the experts. The initial idea about this model developed by James McGregor Burs which implements it in a political context and continued by Bernard Bass with applying to the organizational context", (Stone, 2015).

Transformational leadership model constitutes, "the concept of leadership which is best in describing characteristics leader. This concept of leadership brings integrate ideas developed in the traits approach , style (style) and contingencies and blends and perfecting concepts beforehand. According to Burs to obtain good

understanding of leadership transformational planning, needs to be done contention with leadership transactional", (Tjahjadi, 2017). Leadership transactional is, "Leaders who inspire or motivate his subordinates in the direction of that goal enforced by clarifying roles and demands of duty. Transactional leadership tend focus self on completion of organizational tasks and to motivate subordinates to do its responsibility, leader transactional relies heavily on award system and punishment to his subordinates", (Yaqub, 2010).

Transformational leadership is, "leadership that give out intellectual appreciation and stimulation who are individualized and have charisma. Trans-formational leadership often interpreted as true leadership because this leadership is serious working towards sasaeen on levels organization to a destination that is not never achieved before", (Warren and Robbins, 2012). Transformational leadership, "built above the height of transactional leadership so that it can produce a level of effort and what subordinates' performance goes beyond what that happens with the transact only national, while Bass defines transformational leadership as leadership that includes effort organizational hange", (Eastman, 2007).

Then it says that "leader transformational creates a vision frequent organizational dynamic needed to create innovation", (Stone, 2015). The transfor-mational leadership according to Bass, "is a model of leadership in where leaders motivate their members and appears when the leader is able to expand and increasing attention to employee awaken awareness towards group goals or missions as well able to invite employees to look far into ahead of personal interests for the sake of the good of the group. Leader who applying transforma leadership national can be said that leader mempu to motivate employees in achieve goals", (Hamilton, 2011).

Transformational leader, "directing followers to good moral values, can be directing followers to be able committed to the values of the organi-zation, can respect their followers, encourage followers behave creative and inspire followers to reach purpose", (Hartanto, 2011). Therefore, a leader must be able to predict the future of an organization, directing employees to be able to commit and achieve organizational goals, (Stone, 2015). Leadership theory states that leadership transformational thinking is seen from attitude then the transformational leader is tight relates to emotions where emotions these leaders can motivate followers. In addition, para followers will have a sense of trust and high respect for transformational leader", (Parry, and Sinha, 2011). Stone, said there were four dimension in leadership transformational which he referred to as "The four I's" namely, is :

1) Idealized Influence (Charisma) (Influence Ideal-Charisma) : "Transformational leaders have integrity of behavior (behavioral integrity) or perception of conformity between espoused values and enacted values. In other words, the values that he has express through congruent words with the values he embodies in action. Transformational leader give examples and

act as positive role models in behavior, attitudes, achievement, and commitment to his subordinates. This is reflected in the standard high morale", (Stone, 2015).

2. Inspiration Motivation (Inspiring Leader) "Transformational leaders motivate and inspire his subordinates with the way of communi-cating high expectations and clear work challenges, use various symbols for focus the effort or action, and express important goals with simple way. He also arouse the spirit of teamwork, enthusiasm and optimism among colleagues work and subordinates", (Stone, 2015).
3. Intellectual Stimulation (Stimulation Intel-lectual property) "Transformational leaders try to creating a conducive climate for the develop-ment of innovation and creativity. The leader encourages subordinates to bring up new ideas and solutions creative about problems that are faced with. For that subordinates really- really involved and empowered in the process of problem formulation and solution search", (Stone, 2015).
4. Individualized Consideration, : "Transfor-mational leaders give special attention to every need individuals to excel and develop by acting as a coach or advisor", (Stone, 2015).

Bruce and Todd, stated that : "leadership transformational right applied to situations that are non routine, and more suitable for the management level the peak. While that, Eastman, confirms that the organization will be more willing to accept transformational if adaptation as a goal", (Bruce and Todd, 2011). It was explained that : "leadership transactional refers to the largest part from leadership models, that is focuses on transactions that occur between leaders and followers. The politician win votes by not promising altogether new taxes, then to show leadership transactional", (Bass in Yaqub, 2010).

Same is the case with managers who offer promotions to employees who excelled in achieving his goals too to show example leadership transac-tional. Organizational leaders shows transactional leadership when offering a bonus on its members or followers who complete tasks faster than time

predetermined", (Stone, 2015). Meanwhile it was mentioned, "transaction dimensions on transac-tional leadership already very common and obser-vable at many levels in all types of organizations. Transformational leadership appoints in the process by which an individual is involved with other people and create a relationships that increase rates motivation and morality are good for leaders or the followers themselves. Leader type this is very attentive to needs and the motives of the followers and try to help solve problems", (Parry, 2011).

## 2. Lecturer Performance

The performance to show on level productivity or work performance of a person, definition of performance as stated that : "performance is the level of ability a person or organization in a organization in achieving its objectives

effective and efficient or performance is ability of an organization within use the capital he owns effective and efficient in order to get results maximum", (Stone in Siagian, 2010). Performance is the result of work achieved by someone in carrying out that task charged to him. Employee performance refers to the level of productivity or achievement work a employee". (Soeprihanto, 2010). Performance appraisal is periodic determination of effectiveness operational of an organization, part the organization and its employees are based targets, standards and criteria that have been predetermined because of the organization basically run by humans, then the real performance appraisal is an assessment of human behavior in carrying out their roles run in organizations", (Yusran, 2016).

The performance to show on level productivity or work performance of a person, "performance is a level of ability a person or organization in a organization in achieving its objectives effective and efficient or performance is ability of an organization within use the capital he owns effective and efficient in order to get results the maximum", (Martoyo, 2010). Effectiveness is the ability of a unit to achieve that goal or goal desirable, while efficiency describe the number of outputs unit compared to the amount input unit. An organization said to be efficient if it produces the amount output unit with a certain the number of inputs or a minimum produce an output which

with the largest number of inputs certain. However, the effectiveness criteria and efficiency varies between organizations or one organization with which the other. This is because of the nature, size and unequal organizational structure", (Siswanto, 2009).

Improving the quality of education will not achieved if the performance of lecturers is not sufficient, lecturer performance will not be achieved as expected, this very influential on quality education. Improved lecturer performance strongly influenced by deep motivation work. Hus it can be understood lecturer performance will not be achieved if lack of work motivation, ability and the odds are there, if one is low then the performance of a lecturer will be low also", (Yusran, 2016). It can be said that quality improvement education in college can done with an increase in quality college resources in particular leaders and lecturers.

**III. RESEARCH METHODS**

The type of research used is "qualitative descriptive research, aimed to find out which problem faced as well as finding solutions with review based on relevant theory". Primary data from this study were collected through documentation and observation and analyzed using an interactive data analysis model developed.

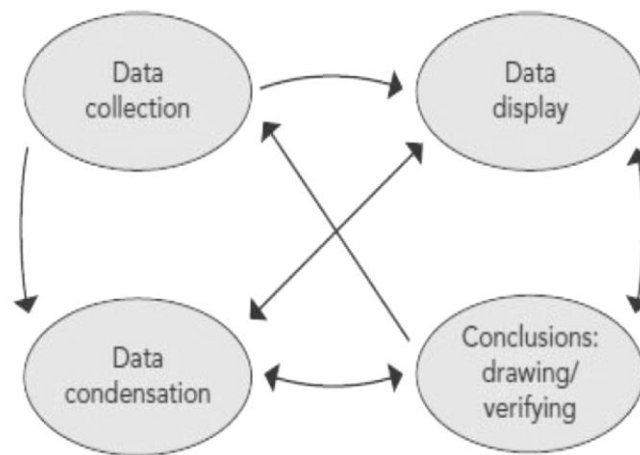


Fig 1:- Components of Data Analysis: Interactive Model  
 Source : Miles dan Huberman (Miles, Huberman dan Saldana, 2014:33)

**IV. RESULTS AND DISCUSSION**

Indonesian Aviation College Curug is one of the colleges official height below Ministry of Transportation of Indonesia. STPI Curug is located in Curug District, Tangerang, Banten Province, WITH Address : Jl. Raya PLP

Curug, Serdang Wetan, Kec. Legok, Tangerang, Banten 15820 Telephone : (021) 5982204. In support the operation of the High School Aviation Indonesia – Curug using a straight line organizational structure, with the organizational structure as follows Figure 1.

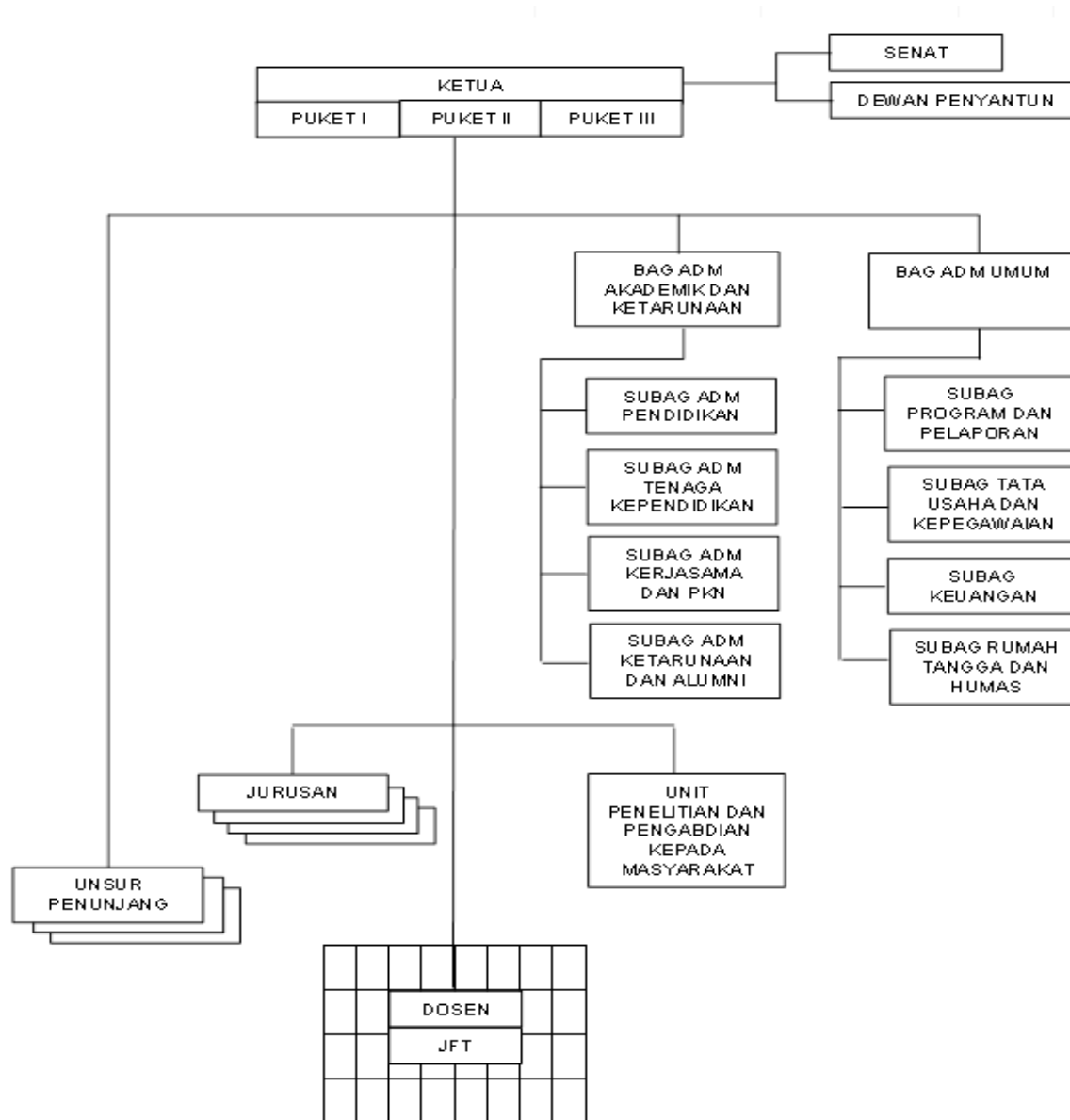


Fig 2:- Organizational Structure of School Indonesian Flight Height Curug - Indonesia  
Source : documen (2020)

Leadership transformational that applied by the Chairperson of STIP Curug on This study consists of aspects of the preparation program, direction and supervision. The results of the study for this aspect as presented Based on Aspect Programming” in the figure 3.

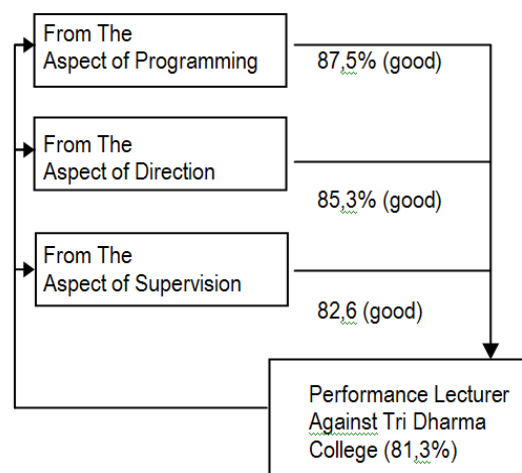


Fig 3:- The leadership transformational could contributing to improve performance lecturer in carrying out the Tri Dharma College.  
Source : research (2020)

- 1) Based from the aspect of programming, the leadership has been able to apply the model transformational leadership with mean an average of 87.5 which this value has very nice meaning. So for aspects the preparation of this program needs to be maintained and improved.
- 2) Based from the aspect of direction, leadership already able to apply model transformasional leadership with an average of 85.3 which this value has very nice meaning.
- 3) Based on Aspect Supervision, leader already able to apply model transformasional leadership with an average of 82.6 which this value has good meaning.
- 4) Based from leadership is applied to aspects of lecturer performance in the Tri Dharma College has an average of 81,3.7 which is this value has enough meaning.

Based on the results of studies that have been explained then "model leadership transformational in general has been applied in the drafting field program, direction and supervision with very nice. Then leadership the give out contributions to the performance of lecturers towards tri dharma colleges with meaning enough". As a leader has a big enough role in improve performance, "thus as leader should able to direct and influence the source existing power and thinking and formulate program goals and actions which must be done".

A leader, "In their leadership, they are required to have ability and skills inside manage the organization and its subordinates, including in enforcing obligations for his subordinates for make preparation of work programs. With the program this work is expected to be able to assess subordinates is implementation his work increased or not". Transformational leadership is the type of leader who inspires the his followers to put aside their personal interests and possess ability to influence. There are three ways a leader transfor-mational motivate his subordinates namely, is :

- 1) Encourage subordinates for more realize the importance of results of operations.
- 2) Encourage subordinate for put the interests of the group first.
- 3) Increase the needs of subordinates who higher as self-esteem and self-actualization", (Thoha, 2005).

From the description above it can be concluded that : "The preparation of work programs that are applied leadership to subordinates is very important, where with the program work is a work plan that will implemented could directed and improve efficiency and effectiveness in achieve the objectives of the activity especially in improve the performance". Subordinate in completing the task, "need guidance from the leadership of this matter is due to resolve the duties of subordinates must understand and understand the purpose and purpose of each the assignment assigned to him. Meanwhile, with the direction given by the leader to subordinates that to experience trouble in completing tasks can grow enthusiasm for work and confidence in subordinates so that they can work better in finishing Occupation".

The learning process must begin with vision and mission. Tri Dharma College is "one of the visions of the whole college high in Indonesia. Tri Dharma Higher Education is one of the goals achievement that must be done by the college ". Because everytime higher education "must give birth to people who have a fighting spirit high, self which is enveloped in thought critical, creative, independent, innovative thinking and so on". Can be stated also that "Tri Dharma College is one of the responsibilities that must be on full support of all students. Then from that students must know and understand correct what is meant by Tri Dharma Higher Education ", consisting of three points, that is :

1. Education and Teaching, " education and teaching, "is the point first and foremost of Tri Dharma College High. Education and teaching has a role very important in a process learning". The law on education High states that education is a conscious and planned effort to creating an atmosphere of learning and process learning so students are actively developing her potential to have power spiritual security, self-control, personality, intelligence, noble and the skills that he needed, society, nation and State. From the understanding of education above then the learning process that is in universities have an important role to create superior seeds. Good education and teaching will produce superior seeds from an universities that will be able to bring this nation towards a nation that is more advanced . graduates - graduates who quality of college will be the successor to a nation that brings Indonesia is more advanced. In accordance with the opening of the law - 1945 basic shrimp that reads, enrich the life of a nation. Then education and teaching must become principal and main sources in achieving the goal of college.
2. Research and Development, "really important for the progress of universities, community welfare and progress nation and state. From research and development then students are able develop science and technology. In research and development students must be smarter, critical and creative in carrying out its role as an agent of change". Students must be able to take advantage this research and development in a learning process for obtain a change which will bring Indonesia towards more advanced and foremost.
3. Community Service According to the law about higher education, "devotion to community is community activities academics that utilize science knowledge and technology for promote community welfare and enrich the life of a nation". Community service, can be carried out with various positive activities. Students must be able to socialize with Public and able to contribute real. As we know all this time a student is a mouthpiece the people, agents of change and others.

Then from that students must know the portion from their assignments each in serve the community. If reviewed again from the leadership aspect in an effort to improve performance "It was shown that all existing subordinates willing to voluntarily obey and obey all rules and regulations that applicable in the ministry that could control yourself and obey each norms that apply, then this can be the main determining capital in achieving goals ". In this case the style has a characteristic leadership :

- 1) Look its role, "as coordinators and integrators from various elements and components of the organization so that move as a totality".
- 2) See that "in the difference being is a fact of life, must guaranteed togetherness".
- 3) Uphold human dignity treat human with human.
- 4) Treat organization as a vehicle to achieve the goal together.
- 5) In decision making, so far maybe subordinates are invited to play a role as well, and the invitation was not basic stale.
- 6) Receive opinions, suggestions and even criticism of others, especially subordinates.
- 7) Feel very proud if you are his subordinates showed work performance which is even higher than that his own ability.
- 8) Sincerely, "giving freedom as broad as possible to his subordinates on error that then compared and corrected so His subordinates no longer do anything the same mistake".

- 2) Always there is atmosphere that harmonious, which means it never arises the atmosphere of conflict between individuals as well work groups in organizations.
- 3) Efficiency, effectiveness and productivity the members of the organization are at maximum level.
- 4) The organization does not face the atmosphere competition with other organizations involved with similar activities primarily for commercial organizations.
- 5) The organization is never confronted with a problem or a critical atmosphere demanding immediate action.
- 6) Because of the ideal situation so never materialized in practice for a leader to consistent.

With this leadership style turned out received positive responses for achieve vision. The mission and objectives are it is expected to improve the performance of lecturers towards tri dharma colleges. Based on the results of studies that have been exposed so this study provides a solution as presented in the picture followin figure 2.

Based on the thinking of Gomez (2013), that aspects of performance are assessed from an employee includes :1. Quantity of work is the amount of work that is done in a period of time which is predetermined. 2. Quality of work, namely the quality of work achieved based on conditions suitability and readiness. 3. Job knowledge, namely breadth of knowledge regarding work and skills 4. Creativiness, namely the authenticity of ideas raised and action skills 5. Cooperation namely willingness to in collaboration with others. 6. Dependability, namely awareness and can entrusted in terms of attendance and work completion. 7. Initiative that is spirit for complete new tasks within enlarge the responsibility. 8. Personal quality, namely concerning personality, leadership, friendliness hospitality, and personal integrity.

Performance measures vary greatly accordingly with fields from each of them, so that performance appraisal of several organizations different forms of evaluation different also. Therefore each has a standard has been established. The contribution of "lecturer" in Tri The Dharma of Higher Education is certainly very large and significant impact. As where said that College Height will also depend on human resource capabilities are owned namely "lecturer". In this case, (Morison, 2011). Argues that :

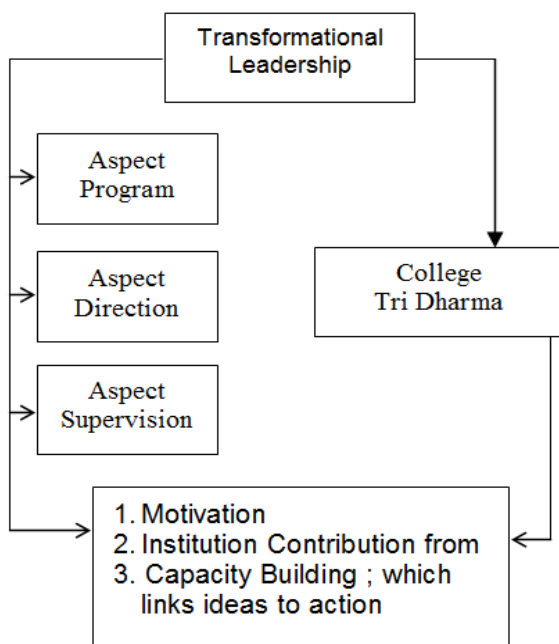


Fig 4:- Existing Model Innovation Leadership Could Contributing To Improve Performance Lecturer and Tri Dharma

Source : research (2020)

Existing model, transformational Leadership To Improve Performance Lecturer in Implementing Tri Dharma College Leadership that tends to transfer the national should be able to realize ideal conditions marked with :

- 1) All members of the organization work with the level of loyalty with Performance which is very high.

"Capacity building can best be seen as a process to induce, or set in motion, multi-level change in individuals, groups, organizations and systems. Ideally, capacity building seeks to strengthen the self-adaptive capabilities of people and organizations, in order that they are can respond to a changing environment, on an on-going basis. Capacity building is a process and not a product. In particular, capacity building is a multi-level learning process, which links ideas to action. Capacity building, in this view, can be defined as actionable learning. Capacity building as a process to do something, or series of movements, multi level changes within individuals, groups, organizations and systems in order to strengthen adjustment ability individuals and organizations so that it can responsive to environmental changes which exists".

This fact, cannot be separated from efforts to improve the competitiveness of universities high in national development and is a mandate set forth in Law Number 17 Year 2007 on Long-Term Development National that embodies the nation the competitive one is one national development mission. This thing became one of the tasks of

the college is by increasing human resources quality (Lecturer) through Tri Dharma Higher Education as well as with improvements mastery and use of knowledge and technology (science and technology) through research, development and application towards sustainable innovation.

Position a college at ranks of colleges the best requires, fundamental so that they can compete (better competitive situation). A universities must have a strategic intent. To make it happen it needs to be done more institutional transformation complex than just development organization (development organization). Higher education is an institution, built academic community that is collegial, and uphold academic value to educate the nation. This is distinguish it from other organizations.

Make fundamental changes to can produce academic values, social, and economic are keywords in the transformation of a college. This institutional transformation includes alignment or redesign of strategy, structure, system, stakeholder relations, staff, skills (competence), style of leadership, and shared value. This institutional transformation effort is expected to revitalize the role universities to be able to play a role optimally in realizing : "Academic excellence for education, for industrial relevance, for contribution for new knowledge, and for empowerment". The success of university transformation is a key factor for college can take part in global competition. Restructuring, recon-struction, repositioning, and revitalization of various functions and components organization is needed in the process transformation, development capacity human resources in development", (Morison, 2011).

Achievement of Academic Excellence in the meaning above becomes a guide in quality management development and efforts quality improvement is the responsibility from each member of the academic community. For realizing this quality policy is necessary developed a quality management system aims to ensure quality consistency in educational services as well evaluate and improve achievements quality objectives. Thus, "the role of universities become important as a production base, dissemination, and application of science and technological innovation. College play a role strategic in context capacity building and improvement expertise, professional competence, and finesse technical".

Nation that have many educated humans, knowledgeable, and mastering technology definitely has a strong competitiveness in global economic competition. National competitiveness is very much determined by the ability of the nation concerned in develop science knowledge, technological innovation, and encouraging research and development programs for gave birth to "Capacity Building Resources Humans In Development Professionals by improving lecturer performance on Tri Dharma College".

## V. CONCLUSION

Transformational leadership refers to the leader moving the follower beyond immediate self-interests through idealized influence (charisma), inspiration, intellectual stimulation, or individualized consideration.

Transformational leadership general has been applied to STPI inside field of : "programming, direction and supervision with very criteria nice. Transformational leadership it contributes to performance lecturer towards tri dharma of tertiary institutions with enough meaning, so aspects leadership in improving performance towards Tri Dharma Higher Education is necessary watch out for".

## SUGGESTION

Idealized influence and inspirational leadership are displayed when the leader envisions a desirable future, articulates how it can be reached, sets an example to be followed, sets high standards of performance, and shows determination and confidence. Intellectual stimulation is displayed when the leader helps followers to become more innovative and creative.

To improve the performance of lecturers in carry out the Tri Dharma of Higher Education then the leadership needs to ; "Motivating lecturers, morally and materially support through agency policies and improve cooperation with third parties (agencies government, private sector and community)". The next step is to capacity building to position a college in the ranks of colleges-colleges the best height so you can compete (better competitive situation).

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