

# The Influence Over the Transformational of Leadership Style, the Organizational Culture, and Employee Empowerment towards Achievement of Organizational Strategies in one the Central Government Organization

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**Abstract:-** The purpose of this research was to determine the partially how the influence over the transformational of leadership style, the organizational culture, and employee empowerment in achieving the organizational strategy at one of the Central Government Organization; The research population was an employees on one of the Government Organization with total of 2,345 employees and consisting of structural officials, functional officials, and executors. Based on the Slovin formula with an error tolerance limit of 5% ( $e = 5\%$ ) so the sample obtained in this research amounted to 342 employees as respondents. The results showed that Adjusted R Square of 0.399, the results of t test (X1)  $t$  count 5,538 >  $t$  table 1,64937 then ( $H_0$ ) was rejected and ( $H_a$ ) was accepted meant that there has an influence between the Transformational of Leadership Style to the Organizational Strategy Achievement, the results of t test (X2)  $t$  count 7.214 >  $t$  table 1.64937 then ( $H_0$ ) was rejected and ( $H_a$ ) was accepted means that there has an influence between the Organizational Culture and Organizational Strategy Achievement and the results of t test (X3)  $t$  count 12,949 >  $t$  table 1.64937 then ( $H_0$ ) was rejected and ( $H_0$ )  $H_a$ ) was accepted means there has an influence between the Employee Empowerment and Organizational Strategy Achievement. The F Test Results are  $F$  count 73.224 >  $F$  table 2.631 then ( $H_0$ ) was rejected and ( $H_a$ ) was accepted which means that the Transformational Leadership Style, Organizational Culture and Employee Empowerment has simultaneously influence towards the Organizational Strategies Achievement.

**Keywords:-** Transformational of Leadership Style, Employee Organizational of Empowerment Culture, and Organizational Strategy Achievement.

## I. INTRODUCTION

The Civil servants are the elements of state apparatus who serve as public servants. The Civil servants are the backbone of the government in organizing the government and development to achieve the national strategies such as what has been mandated in the Preamble to the 1945 Constitution. Widjaja (1986) said that the position and role of Civil Servants felt increasingly important and decisive because as an element of the state apparatus tasked with organizing the government and development the tasks in the context of efforts to achieving the national goals.

In order to enforce the good governance, professional government organizations need to be built, free from political intervention, clean practices of KKN (Corruption, Collusion and Nepotism), has high integrity, cultured, capable of achieving the government strategies. The Achievement of the government's national strategy is something that required the bureaucratic reform to create civilized government that can improve the quality of public services, and improve the ability of employees to achieve the strategy of government organizations.

Speaking in the context of government organizations, the success of an organization in achieving its goals or objects will much depend on the role of its leaders. If the leader was able to carry out the leadership well, it will greatly affected the achievement of organizational goals. The Leadership is a process to influence the behavior of members or subordinates to understand and agree with what needs to be done and how to do it effectively and facilitate their efforts to achieve common goals. (Yukl, 2010).

Menon (2002) has conveyed that the quality of leaders has often considered as the most important factor of organizational success or failure. The success or failure of an organization whether the business oriented (profit) or public (non-profit), is usually perceived as the success or failure of a leader. This has a social implication that every leader was obliged to pay serious attention to fostering, moving, directing, and empowering all the potential employees on their environment in order to realize an output or outcome of work as expected to support the achievement of goals or targets organization.

The leadership that will be examined in current research is about the transformational of leadership style. This leadership factor has a direct influence on the implementation of the tasks and functions of the agency when determining the organization's policy strategies that will be implemented and then plan which includes making policies and implementing the decision making, the implementation which includes the implementation of work strategies for the implementation of tasks and functions, and subsequently carrying out the evaluations work is the process of evaluating the organizational performance for the achievement of the overall organizational strategy.

The Organizational goals or targets in this case the achievement of organizational strategy are not only realized by the transformational of leadership style factor, but by the aspects of organizational culture. The achievement of organizational strategy can be supported by the existence of good performance that is influenced by the existence of organizational culture. The Organizational culture is very useful for building and redesigning an organization's management control system, which is a tool for creating the commitment so that the managers and employees want to carry out the strategic planning such as programming, budgeting, controlling, monitoring, evaluating, and others. (Mondy and Noe in Riani, 2011). Therefore, the organizational culture has closely related to leadership. Ni Luh Mita Febriani and Made Subudi (2015) on their research concluded that the existence of a culture of openness and punctuality at work will improve the performance of local government employees which lead to the achievement of organizational strategies and run smoothly.

Consider that human resources are often regarded as the most important resources in an organization. In optimizing the effectiveness of employees to the organization, the organization needs to apply some methods/methods of employee empowerment which effective. The Employee empowerment has been widely recognized as an important contributor to organizational success whom supported by many researchers who examine the direct relationship between levels. The results of research conducted by Sulaiman Zuhdi and Mayarni (2013) stated that the variable of employee empowerment such as giving ability, expediting, consulting, collaborating, guiding and supporting has a very positive and significant effect on the quality of service which is the organizational strategy of the Pekanbaru City Civil Servants Office.

A government organization that runs its bureaucracy in the D.K.I area Jakarta has found a definition of leadership and has adopted a transformational of leadership style which is designed to its characteristics and role in government. In line with the transformational of leadership style, the organizational culture that has long been formed in one of the central governmental organizations also reflects the organizations such as families where mutual respect between leaders and subordinates. Even though they have adopted a transformational of leadership style, there's still no guarantee that the subordinates automatically would obey the rules that apply without any force from the leadership. In terms of employee empowerment at one of the central government organizations, this possibly still increase the empowerment of the potentials towards all the employees. However, in several discussions with colleagues, the conclusion was that they felt they had not been empowered as the optimal ability they had and were also not given by the freedom to act and make their own decisions. Starting from the mentioned matters, the authors are interested to examining the transformational of leadership style in one of these central level government organizations and the organizational culture that occurs and whether the leaders in one of these central level government organizations has empowered their employees well to later find out their influence on achieving the strategy. Considering the limitations of time and media, the authors take a sample of one central government organization with the consideration that the organization is a suborganization which considered has capability to representing a central government organization, has variety of functions, and has variety of characteristics of human resources (employees).

## II. THEORITICAL REVIEW

### A. Transformational of Leadership Style

The Transformational leaders would evaluate the ability and potential of each subordinate to carry out a task / job while seeing the possibility to expand the responsibilities and authority of subordinates in the future. Conversely, the transactional leaders focus on achieving the goals or targets, but do not try to develop the responsibilities and authority of subordinates for the progress of subordinates. According to O'Leary (2013) The Transformational of leadership is a leadership style used by a manager if he or she wants that group to spread off its boundaries and have performance beyond status and achieve a completely new set of organizational goals. Humphreys (2002) added that the relationship between superiors and subordinates in the context of transformational leadership is more than just the exchange "commodities" (exchanges of economic rewards), but has touched a value system. The transformational leaders are able to unite all subordinates and able to change beliefs, attitudes, and personal goals of each subordinate to achieve goals, even beyond the goals set. Bass (2003) said that the transformational leaders could change the value system of subordinates in order to achieve the goals obtained by developing one or all of the factors that are transformational leadership dimensions, which namely:

charisma (then converted to idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration).

#### *B. Organizational Culture*

Organizational culture has often interpreted as values, symbols that are understood and adhered to together, owned by an organization so that the members of the organization feel as one family and create conditions that are different from the other organizations. Stoner et al. (1996) stated that the organizational culture is a number of important understandings, such as norms, attitudes, and beliefs, which are shared by members of the organization. According to Schein (2010) the culture exists at three levels, namely Artifacts, Espoused Values, and Basic Assumptions. Whereas Luthans (2011) defines that the organizational culture as knowledge which is gained to interpret the experiences and produce social behavior, he further states that the organizational culture has a number of important characteristics, such as observed the rules of conduct, norms, dominant values, philosophies, rules, and organizational climate.

#### *C. Employee Empowerment*

The existence of a paradigm which says that current employees are seen as an important resource and must be developed and empowered. As the name suggests, the employee empowerment is more focused on lower level employees in every organization. The Employee empowerment was done to explore the potential that contained in employees. Basically, the employee empowerment is a motivational process of individual experience to feel more empowered (capable), although many people are focused on discussing empowerment on situational attributes or management practices that show what an organization can or should do to value work and "Unleash hidden potential" (Carizon, 1987 in Corsun and Enz 1999).

Wilberforce (2000) said that by the employee empowerment, power is actually dug up in employees, because the employee empowerment was carried out by exploring the potential that employees have. In other words, the empowerment does not only include the distribution of power possessed by management, but also includes the development of power, in sense of giving subordinates the

flexibility to plan and make decisions which are the responsibility of subordinates.

#### *D. Organizational Strategies Achievement*

The Organizational strategy is an outline or pattern that becomes a guide that determines how the organization will develop over time to achieve the goals / targets that have been set and measured. According to Porter in Rangkuti (2013) defines that the organizational strategy as a series of actions which compiled by companies to form sustainable competitive advantage in order to achieve superior performance. Whereas Glueck and Jauch in Akdon (2011) defines that the organizational strategy as a comprehensive, integrated and unified plan that is designed to ensure that the main objectives of the organization can be achieved. Dreher and Dougherty (2001) said that every organization must have a unique strategy to achieve the goals or targets that have been set and each strategy requires a unique system for managing its people. Then Glueck and Jauch (1989) in Erwin Tanur (2010) defines that the achievement of organizational strategy as the achievement of a unified, broad and integrated plan that links the company's strategic advantages with environmental challenges, designed to ensure that the main objectives of the company (organization) can be achieved through proper implementation by the organization.

#### *E. Prior Research*

Febriani and Subudi's research (2015) states that the Transformational of Leadership, Organizational Culture and Financial Compensation have a positive and significant effect on employee performance. Then Zuhdi and Mayami's research (2013) stated that employee empowerment variables which include by giving ability, expediting, consulting, collaborating, guiding and supporting have a very positive and significant effect on service quality as an organizational strategy and both of employee empowerment and work motivation, will better the quality of service provided by employees to the community.

#### *F. Thinking Framework*

From these research of the theory above, a thinking framework is drawn that illustrates the influence of the variables in this research.

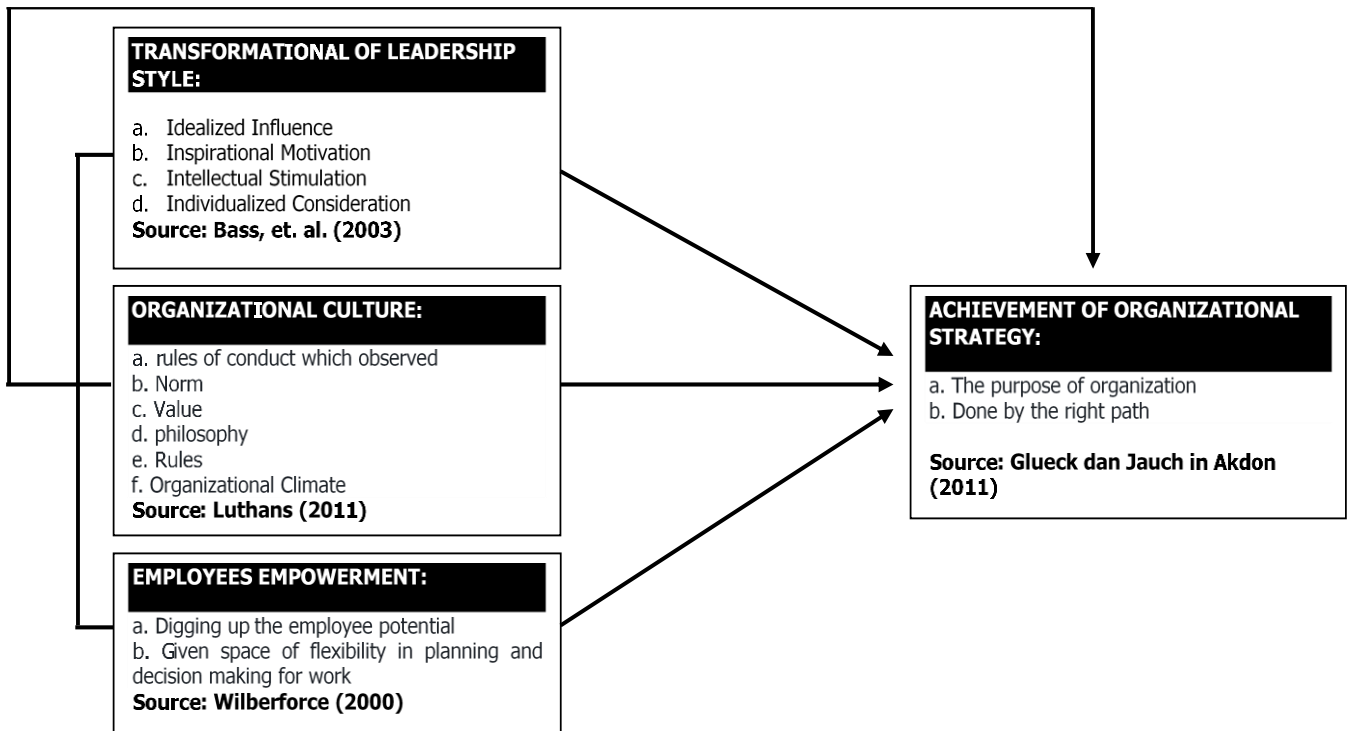


Fig. 1:- Thinking Framework

G. Hypothesis

Based on the description of theoretical research, the results of previous research, and theoretical framework, the authors could be formulate as hypothesis in this research as its follows:

H1: The Transformational of Leadership Style has significantly influences to achievement of organizational strategy.

H2: Organizational Culture has a significant influence on achieving the organizational strategy.

H3: Employee Empowerment has significantly influences on the achievement the organizational strategy.

III. METHODOLOGY

This research is survey research that is intended to provide an explanation or referred to as explanatory research or confirmatory research. In this research, the variable X1 is the Transformational of Leadership Style, variable X2 is Organizational Culture, variable X3 is Employee Empowerment, and variable Y is Achievement the Organizational Strategies. This research has intends to provide an explanation over the influence of transformational leadership styles, organizational culture, employee empowerment on achieving the organizational strategy. The type used in this research was quantitative. The Data sources used in this research were primary and secondary data sources. The data collection method used in these research was a survey method with questionnaire instrument that is submitted to employees (structural officials, functional officials, and executors) at one of the central government organizations, to obtained the data. The Hypothesis test was done to determined the influence of

each independent variable on the dependent variable. Examined and analysis of data using the IBM SPSS Statistics version 22.

The population in this research were all employees (structural officials, functional officials, and executors) who were registered as employees and actively worked in one of the central government organizations with total of 2,345 employees. In this research the authors should be used the probability sampling method where the samples were taken at random by simple random sampling technique. The sample size or number of samples in this study was calculated by the Slovin formula with an error tolerance limit of 5% (e = 5%), so that a sample of 342 respondents was obtained.

IV. RESEARCH RESULTS AND DISCUSSIONS

A. Variable Description

On the transformational leadership style variable, the average respondent answers the statements in the questionnaire with a score above 3 and almost 4. Thus, it can be said that of 342 respondents, the average considers the transformational leadership style that appears dominantly in the work system of one organization this central level government and is in the quite good category almost to the good level. Judging from the number of modes, all statements have mode 4 which means that 100% of respondents answered that the transformational leadership style that emerged dominantly in the work system of one of the central government organizations was in the good category.

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14
Valid N	342	342	342	342	342	342	342	342	342	342	342	342	342	342
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3,83	3,53	3,35	3,76	3,64	3,49	3,86	3,61	3,80	3,85	3,89	3,68	3,87	3,97
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Standard Deviation	,77	,90	,94	,76	,88	,86	,75	,85	,76	,70	,81	,78	,73	,63
Range	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	3,00	3,00
Minimum	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	2,00	2,00
Maximum	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00

Table 1:- The Description of Transformational Leadership Style Variables  
Source: Data processing with SPSS version 22

On the organizational culture variable, the average respondent who answered the statement in the questionnaire with score above 3 and almost 4. Thus, it can be said that from 342 respondents, the average considered the organizational culture that was developed in the work system of one of the central government organizations. In the good enough category almost to the good level. Judging

from the number of modes, there are 13 statement items with mode 4 and 1 statement item with mode 3. This means that 92.85% of respondents had answered that the organizational culture which emerged the dominantly in the work system of one of the central governmental organizations was at good category.

	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26	Q27
Valid N	342	342	342	342	342	342	342	342	342	342	342	342	342
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3,73	3,68	3,22	3,96	3,44	4,03	4,06	3,68	3,62	3,70	3,69	3,63	3,03
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	3,00
Standard Deviation	,77	,73	,86	,56	,84	,57	,57	,68	,74	,76	,72	,76	,88
Range	4,00	4,00	4,00	3,00	4,00	4,00	4,00	3,00	4,00	4,00	3,00	4,00	4,00
Minimum	1,00	1,00	1,00	2,00	1,00	1,00	1,00	2,00	1,00	1,00	2,00	1,00	1,00
Maximum	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00

Table 2:- The Description of Organizational Culture Variables  
Source: Data processing with SPSS version 22

On the employee empowerment variable, the average respondent who answered the statements in the questionnaire with score above 3 and almost 4. Thus, it can be said that from 342 respondents, the average has considers the employee empowerment carried out by the work system of one of these central government

organizations is in good enough category almost to the good level. Judging from the number of modes, all statements have mode 4, which means 100% of respondents answered the effectiveness of employee empowerment which carried out by the work system of one of the central government organizations is in the good category.

	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39	Q40	Q41
Valid N	342	342	342	342	342	342	342	342	342	342	342	342	342	342
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3,45	3,52	3,58	3,67	3,58	3,47	3,85	3,55	3,61	3,77	3,66	3,70	3,58	3,79
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Standard Deviation	,88	,90	,95	,80	,77	,85	,61	,85	,85	,78	,80	,71	,81	,70
Range	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Minimum	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00	1,00
Maximum	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00

Table 3:- The Description of Employee Empowerment Variables  
Source: Data processing with SPSS version 22

On the strategy achievement variable, the average respondent answered the statement in the questionnaire with a score above 3 and almost 4. Thus, it can be said that of 342 respondents, those average considers the achievement of the organizational strategy in the work system of one of the central government organizations which placed in the good enough category almost to the

good level. Based on the number of modes, all the statements have mode 4, which means that 100% of respondents has answered that the effectiveness of employee empowerment that occurred in the work system in one of the central government organizations is in the good category.

	Q42	Q43	Q44	Q45	Q46	Q47	Q48	Q49	Q50	Q51	Q52
Valid N	342	342	342	342	342	342	342	342	342	342	342
Missing	0	0	0	0	0	0	0	0	0	0	0
Mean	4,00	3,74	3,85	3,73	3,65	3,83	3,72	3,91	3,70	3,78	3,77
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Standard Deviation	,76	,74	,72	,71	,83	,70	,73	,71	,73	,69	,66
Range	4,00	4,00	4,00	4,00	4,00	3,00	4,00	4,00	4,00	4,00	3,00
Minimum	1,00	1,00	1,00	1,00	1,00	2,00	1,00	1,00	1,00	1,00	2,00
Maximum	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00	5,00

Table 4:- The Description of Strategy Achievement Variables  
Source: Data processing with SPSS version 22

**B. Classic Assumption Test**

Based on the output of the IBM SPSS Statistics program version 22 below it appears that the Asymp

value.Sig. (2-tailed) is 0.321 and above the significant value of 0.05. Based on this result, it can be concluded that the residuals are normally distributed.

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		342
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	6,84021057
Most Extreme Differences	Absolute	,089
	Positive	,076
	Negative	-,089
Kolmogorov-Smirnov Z		,763
Asymp. Sig. (2-tailed)		,321

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Table 5:- The Normality Test Results with Kolmogorov-Smirnov  
Source: Data processing with SPSS version 22

After the Dubrin-Watson Test using the IBM SPSS Statistics version 22, the Dubrin-Watson (D-W) value was

obtained so it could be said there's not occur the autocorrelation.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,628 <sup>a</sup>	,394	,389	4,794	1,914

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Table 6:- Autocorrelation Test Results  
Source: Data processing with SPSS version 22

After Multicollinearity Test was done by calculating VIF (Variance Inflation Factors) using the IBM SPSS Statistics version 22, the results was obtained that all independent variables have a VIF value above 10 and all

independent variables have a Tolerance Value greater than 0.10 ratio, so it can be concluded that no Multicollinearity occurs in the regression model.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	24,365	2,783		8,756	,000		
	Gaya Kepemimpinan	,075	,040	,105	1,884	,060	,898	1,114
	Budaya Organisasi	,087	,053	,090	1,628	,104	,902	1,109
	Pemberdayaan Pegawai	,108	,041	,151	2,649	,008	,850	1,176

a. Dependent Variable: Pencapaian Strategi Organisasi

Table 7:- Multicollinearity Test Results  
Source: Data processing with SPSS version 22

Scatterplot graph shows that there are no clear patterns so it can be concluded that there is no heteroscedasticity. and the points spread above and below the number 0 on the Y axis,

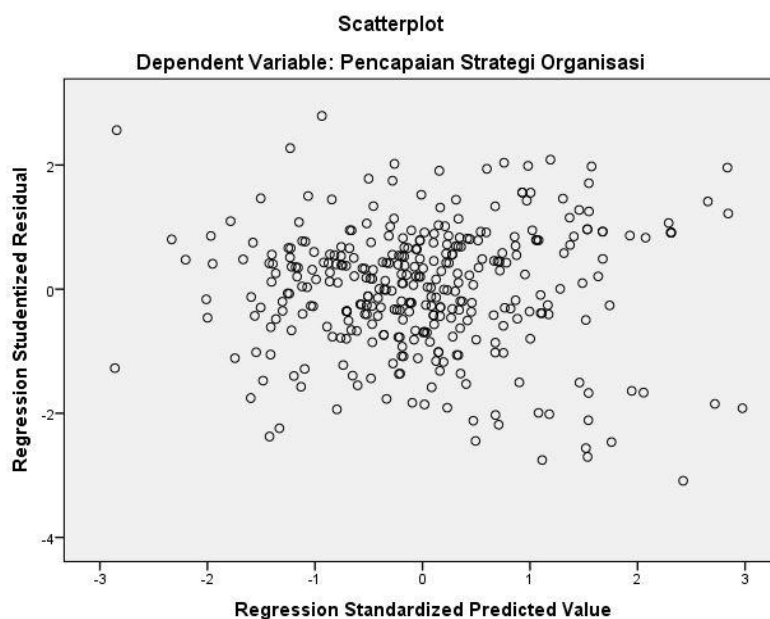


Fig 2:- Heteroscedasticity Test Results  
Source: Data processing with SPSS version 22

**C. Hypothesis Test**

The t test results showed that the transformational leadership style had a t count of 5.538 greater than the value of 1.64937. The coefficient of determination in the *Adjusted R Square* column is 0.080. This figure shows that 8% of the

variation in changes in Organizational Strategy Achievement can be explained by the Transformational Leadership Style variable, while the remaining 92% is explained by other variables.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33,465	1,516		22,078	,000
	Gaya Kepemimpinan	,179	,032	,288	5,538	,000

a. Dependent Variable: Pencapaian Strategi Organisasi

Table 8:- Hypothesis Test Results 1  
Source: Data processing with SPSS version 22

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,288 <sup>a</sup>	,083	,080	5,880

a. Predictors: (Constant), Gaya Kepemimpinan

Table 9:- The Determination Coefficient Results towards the Transformational of Leadership Style Variables  
Source: Data processing with SPSS version 22

Organizational culture has a value of 7.214 has greater than the value of 1.64937 table. The coefficient of determination in the *Adjusted R Square* column is 0.130. This figure shows that 13% of variations in changes in the

Achievement of Organizational Strategies can be explained by Organizational Culture variables, while the remaining 87% was explained by other variables.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,897	1,935		14,421	,000
	Budaya Organisasi	,303	,042	,364	7,214	,000

a. Dependent Variable: Pencapaian Strategi Organisasi

Table 10:- Hypothesis Test Results 2  
Source: Data processing with SPSS version 22

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,364 <sup>a</sup>	,133	,130	5,717

a. Predictors: (Constant), Budaya Organisasi

Table 11:- The Results of the Coefficient Determination on Organizational Culture Variables  
Source: Data processing with SPSS version 22

The Employee Empowerment has a t count of 12.949 which is greater than the value of 1.64937. The coefficient of determination in the *Adjusted R Square* column is 0.328. This figure shows that 32.8% of the variation in

changes in Organizational Strategy Achievement can be explained by the Employee Empowerment variable, while the remaining 67.2% was explained by other variables.



**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,736	1,792		10,455	,000
	Pemberdayaan Pegawai	,452	,035	,575	12,949	,000

a. Dependent Variable: Pencapaian Strategi Organisasi

Table 12:- Hypothesis Test Results 3  
Source: Data processing with SPSS version 22

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,575 <sup>a</sup>	,330	,328	5,024

a. Predictors: (Constant), Pemberdayaan Pegawai

Table 13:- Results of the Coefficient Determination over the Employee Empowerment Variables  
Source: Data processing with SPSS version 22

From the results of the research, it can be concluded that the Transformational of Leadership Style, Organizational Culture and Employee Empowerment have an influence on the achievement of organizational strategy.

*D. Discussion*

The results of this research was indicated that there has a positive and significant influence between the transformational leadership and organizational culture which could affect the employee performance so that the achievement of organizational strategy runs optimally. The results of the current research support previous research which the transformational of leadership style has a positive and significant effect on the achievement of organizational strategy and the Appliance of organizational culture would emphasizes the existence of rules, values, norms, organizational climate and philosophy embedded in employees also has a positive and significant effect on achievement of organizational strategy. The results of previous research which conducted by Ni Luh Mita Febriani and Made Subudi (2015) who examined the effect of transformational leadership, organizational culture and financial compensation on employee performance that supports the achievement of organizational goals or targets that obtained the results that the transformational leadership has a positive and significant effect on employees performance, the use of organizational culture has open the attitude and timely work have a positive and significant effect on employee performance, and also financial compensation has a positive and significant effect on employee performance to achieve organizational strategy.

**V. CONCLUSIONS AND SUGGESTION**

*A. Conclusions*

Based on the results of research which has been done by the author, it can be concluded of these following matters:

- The leadership style from one of the central government organizations has received good ratings by the respondents. Based on the mode figures, 100% of respondents had answered that the transformational of leadership style in one of the central government organizations was in the good category.
- The Organizational culture in one of the central government organizations has received good ratings by the respondents. Based on the mode figures 92.85% of respondents has answered that the organizational culture in one of the central government organizations is in the good category.
- The Employee empowerment at one of the central government organizations has received good ratings by the respondents. Based on the mode number 100% of respondents answered that the effectiveness of employee empowerment in one of the central government organizations was in the good category.
- Achievement of organizational strategy in one of the central government organizations has received good ratings by the respondents. Based on the mode of its figure 100% of respondents had answered that the effectiveness of employee empowerment in one of the central government organizations was in the good category.

- The Transformational of Leadership Style partially has a positive and significant effect on the achievement of organizational strategy in one central government organization. This can be seen from the significance value of 0,000 which is smaller than 0.05. Comparison of t count with t table also shows that the Transformational of Leadership Style has affects the Achievement of Organizational Strategies where the t count of 5.538 is greater than the t table of 1.64937. The results of the current research are in line with the results of previous research which conducted by Ni Luh Mita Febriani and Made Subudi.
- Organizational culture partially has a significant effect on the achievement of organizational strategy in one central government organization. This can be seen from the significance value of 0,000 which is smaller than 0.05. The Comparison of the value of t count with t table also shows that Organizational Culture influences the Achievement of Organizational Strategies where the t count of 7,214 is greater than the value of t table 1,64937. The results of the current research on the application of Organizational Culture also support the results of previous studies conducted by Ni Luh Mita Febriani and Made Subudi
- Partially the employee empowerment has a significant effect on the achievement of organizational strategies in one central government organization. This can be seen from the significance value of 0,000 which is smaller than 0.05. The Comparison of the value of t count with t table also shows that Employee Empowerment affects the Achievement of Organizational Strategies where the t count value of 12,949 is greater than the t table value of 1,64937.

#### B. Research Limitations

There has the limitations of this research which are there's only three independent variables who studied in this research, namely transformational of leadership style, organizational culture and employee empowerment. These three variables do not necessarily include all the factors that influence the achievement of organizational strategy in one central government organization.

#### C. Suggestions

The author wants to provide the suggestion that might be useful for the company, as well as useful for further research, the suggestion are as its follows:

Regarding transformational of leadership style, the statement "My boss reflected the perfection of work" has the smallest value. This situation has explains that superiors at one of the central government organizations need to emphasize to the employees that should pay attention to perfection of the work that carried out so that the results or outputs of work which carried out can be effective, efficient and beneficial for the achievement of organizational strategy.

Regarding the organizational culture, the statement "In my work environment there are strict guidelines relating to achieving organizational goals" has the smallest value. This situation has explains that a good organizational culture that has been applied and still needs to pay attention to the existence of values which can be used as guidelines so that the achievement of organizational goals can run smoothly.

Regarding the employee empowerment, the statement that "I feel the organization gives me flexibility in planning how to do work" gets the smallest value. This situation explains that the organization should be able to give more freedom for employees in expressing the skills or expertise that can support the implementation of work to be better so that the organizational strategy can be achieved smoothly.

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