The Effect Tranformational Leadership To Quality Information Systems And Its Impact On Performance Aparatur Civil ASN West Java Indonesia

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Abstract: The company in carrying out its business must continue to make improvements in its activities, in this case the improvement is done by first measuring the existing system, analyzing, and deciding system needs to be repaired or not. The implementation of ASN work activities is burdened with functions, tasks and roles in accordance with its staffing field as well as the applicable laws and regulations. Among them have Transformational Leadership that affects To Quality Information Systems finance (accounting) and non finance with impact on ASN Performance in West Java. This study uses qualitative with interviews and primary data. The purpose of this study was to determine the effect of Tranformational Leadership on Management Information Systems and Its Impact on ASN Performance in West Java.

Index Terms: Transformational Leadership ; Quality Information System; Performance

1 INTRODUCTION
In this 21st century, economic development is growing faster and faster so that companies must be able to survive in the face of competition from other companies, in order to achieve the company's goals in general to get the maximum benefit. A person's work performance is influenced by skills, skills, experience, sincerity and the work environment itself. Every employee in any organization, agency or service, generally performs to obtain a certain level of income. The organization continuing to demand its employees improve the performance of their employees in a sustainable and sustainable manner. Performance improvement that is shown directly requires the organization to give an appreciation for the performance, the form of appreciation is in the form of additional compensation. The next function of ASN is as implementing public services, which with reference to law no. 25 of 2009 concerning public services, state is obliged to serve every citizen and its population to meet their basic needs, along with the demands and expectations of citizens and the population itself. TKD as an additional income for ASNs, is intended to be a stimulus for all ASNs, especially in West Java in order to improve performance from period to period. In addition to the presence of leaders who can motivate, encourage and influence the behavior of all ASNs, the competencies of ASNs and their awareness to continue developing such ASN competencies, ASN performance can also be influenced by the provision of performance benefits.

ASN's performance can continue to be boosted up by the existence of transformational leadership, competence an injection of performance goals in the period before a particular performance appraisal. Fenomena Government of West Java City (West Java City Government) was chosen to be the best city for governance from the Ministry of Administrative Reform and Bureaucracy Reform (Kemenpan RB) related to the Government Performance Accountability System (Government SAKIP) in 2015. The West Java Municipal Government received the highest predicate, A with a value of 80.2 and is the only city with an A in Indonesia. The best predicate achieved by the West Java City Government is hard work, the main key of the West Java City Government can achieve the best title is political will from the leader. If there is no political will, don't expect SAKIP to be the champion, because how is the tail, "said Emil. He said, to improve the LHE AKIP of West Java City which previously had the title CC was not easy. The news from merdeka.com stated that the success of the City Government was inseparable from the role and function of the leadership of the offices in the City Government. The city leadership, known as the mayor, is a symbol of the regional government of a city, has the duty and authority to lead regional administration based on the policies determined by the Regional Council of Representatives in question. Transformational leadership is considered capable of raising the performance of subordinates by arousing or motivating employees, so that it can develop and achieve the highest performance beyond what they had predicted. Putri Novita and Budhi Satrio (2016: 4) Followers of transformational leaders will feel trust, admiration, motivated to do what is expected of them, there is loyalty and respect for leaders. Yuki in Munawaroh (2011: 137) explains that transformational leadership can arouse or motivate employees, so they can develop and achieve performance the highest level, more than what they previously thought. The leader becomes the central figure of the achievement. Leaders are expected to provide motivation, direction, role models and even influence for all citizens to jointly achieve achievements. In running the organization's wheels, takes charismatic leaders and has a central role and strategy in bringing the organization to
achieve its goals. Leaders must also have the ability to equate the vision of the future with their subordinates, as well as enhance the needs of subordinates at a higher level than what they need. Leaders should be able to influence their subordinates to change behavior into someone who feels capable and highly motivated and strives to achieve high and quality work performance. The existence of a leader with transformational leadership as stated in the previous section, can motivate employees to be able to improve their performance. Employees with mastery of various types of competencies must already have sufficient work motivation, and even have the confidence to achieve planned work performance. Jeevan and Sonia (2015: 2). Transformational leadership can create significant organizational changes and actions as agents of change, encourage a higher level of intrinsic motivation and loyalty among followers, and introduce new images or see the future and create commitment to this image among followers.

Problem Formulation
There are also the formulation of the problems raised in this study as follows:
1. How does transformational leadership affect the Management Information System at Greater West Java ASN.
2. How does the Quality of Management Information Systems affect the Performance of the Greater West Java ASN.

2. Literature Review
2.1 Transformational Leadership
According to Leli nirmalasari (2014: 55) argues that, "Transformational leadership as the influence of leaders or superiors to subordinates. The subordinates feel the trust, pride, loyalty and respect for superiors, and they are motivated to do more than what is expected ". Transformational leadership must be able to interpret clearly a vision for the organization, so that its followers will accept the leader's credibility. "Leadership that a manager uses when he wants a group to widen its boundaries and have performance beyond the status quo or achieve a whole new set of organizational goals. Transformational leadership in principle motivates subordinates to do better than what can be done, in other words can increase the confidence or self-confidence of subordinates that will affect the performance improvement ". Hoyt & Blascovich in Huey et al. (2013: 3) suggest that leadership is the process of influencing individuals or groups to achieve group goals, while transformational leadership has been positively associated with team leader trust, collective efficacy (eg, Hoyt & Blascovich,), and team performance (for example, Hoyt & Blascovich, Jung & Avolio,). Hoyt & Blascovich explained that transformational leadership is the process of achieving group goals by influencing individuals in the group by giving mutual trust between the two, to provide an increase in the quality of collective work and overall work performance or team performance. Huey et al. (2013: 3) defines transformational leadership by referring to’s opinion, which explains that transformational leaders exert influence on subordinates by broadening and enhancing follower goals and giving them confidence to go beyond acceptable and minimal expectations. Huey et al. (2013: 3) also cites the opinion of Podsakoff, MacKenzie, Moorman, & Fetter who have confirmed that leader beliefs are a consequence of transformational leadership because transformational leaders empower and encourage followers to make decisions, thus gaining their followers. Huey et al. (2013: 3), related to trust, expressed Jung and Avolio's opinion by emphasizing that trust in team leaders helps explain the impact of transformational leadership on performance. The mediating role of trust in team leaders regarding the relationship between transformational leadership and performance is also confirmed in Hoyt and Blascovich's study of virtual and physical work environments. The author can draw a conclusion regarding the definition of transformational leadership according to Huey et al. (2013: 3), with a statement that transformational leadership is leading from a leader who is able to exert influence by subordinates by expanding and enhancing the goals of his followers and trusting followers to be able to exceed the minimum expectations that they can tax. Leader trust is a consequence of transformational leadership because transformational leaders empower and encourage their followers to make decisions, and followers' trust in team leaders can help explain the impact of transformational leadership on overall team performance. Izzati (2013: 4) revealed that transformational leadership is one of the important tools that is influential in organizational change. Transformative leadership is leadership that provides consideration and intellectual stimulation that is individualized and has charisma. Transformational leadership is one model of leadership that can be interpreted as a process of increasing morality and work motivation among leaders and members or subordinates. Transformational leadership should be able to interpret clearly the company's vision, so that its subordinates will be able to accept the credibility of the leader. These statements indicate that transformational leadership is leadership that implements a process of increasing morality and work motivation by giving consideration and intellectual stimulation and clarity of the company's vision that a leader has that shows credibility in the minds of his followers. Referring to much of the literature he cites, Jeevan and Sonia (2015: 2) defines transformational leadership with the statement that, transformational leaders encourage followers to mobilize and explore new and better horizons. Transformational leadership engages followers outside of direct self-interest (i). Transformational leadership is an important antecedent to building the collective beliefs or strengths needed by groups to be successful when facing difficult challenges ( & Avolio,). Sladjana (2017: 99) argues that transformational leadership emerged in the 1980s, together with the emergence of a great wave of the need for organizational change in the short term and that could only be made by highly reliable leaders. In complex change situations, transformational leadership works more effectively than transactional leadership as more conventional leadership. Leaders with transactional, influence employees by rewarding them for their achievements and taking corrective actions if needed. Transformational leadership is often used to describe leaders who face challenges and motivate employees to think differently as a process, procedure, knowledge and their decision making. Jingping (2017: 4)
argues that the conceptualization of transformational leadership is an important approach to leadership which usually seems to begin with the work of Burns 'Leadership'. According to Burns, the purpose of leadership is to motivate followers to work towards transcendental goals rather than direct personal interests. Furthermore, transformational leadership seeks to bring up competencies in order to achieve achievement and self-actualization, not security. Hamdani and Handoyo (2012: 6) explain that transformational leadership is a willingness to compare the level of employee needs, to encourage them to look beyond just looking at themselves and focus on organizational needs. More specifically, transformational leadership is expected to shape employee behavior through three psychological processes (et al.). Transformational leaders direct and inspire the efforts of employees by paying attention to their awareness of the importance of organizational values and results. This process requires leaders to create a vision, mission, and goals among employees, giving confidence and direction about the future of the organization. The lure for broader goals activates a high level of employee needs, encouraging them to overcome their own personal interests for the sake of the organization and its customers. Transformational leaders inspire employees as the ideal source of influence to function as models role, and build employee confidence and pride in the organization. Third, transformational leaders help employees achieve this mission by stimulating their intellectuals to challenge old assumptions about organizational and practice issues. Rafferty & in Hamdani and Handoyo (2012: 6) explain that transformational leaders motivate employees to achieve performance beyond expectations, by transforming the attitudes, beliefs and values of employees in order to obtain compliance. identified several sub dimensions of transformational leadership including: vision, inspirational communication, intellectual stimulation, supportive leadership, and personal recognition. This synchronized research uses a description of the definition of transformational leadership put forward by Rafferty & in Hamdani and Handoyo (2012: 6), this is because the definition of transformational leadership proposed by Rafferty & is intended so that employees have compliance with leaders, as expected of the leaders ASN so that they obey the leaders in order to perform well according to the direction of their leaders. The definition in question states that transformational leadership is seen as a leader who is able to motivate employees to achieve performance beyond expectations, by transforming the attitudes, beliefs and values of employees in order to obtain compliance.

Measurement of Transformational Leadership
Yusuf Arifin (2010: 23) explains the development of a model regarding transformational leadership dimensions by Rafferty & which consists of five dimensions including:

1. Vision
An ideal picture of the future based on organizational values. The vision dimension is lifted from a broader construct that is charisma or idealized influence.

2. Inspirational Communication (inspirational communication)
Expression of the positive message of the leader that encourages to build the organization as well as the statement of the leader who is able to build the motivation and confidence of subordinates. The inspirational communication dimension uses approaches that are able to arouse emotions and motivations of subordinates.

3. Supportive Leadership (supportive leadership)
Expressing the concern of the leadership of subordinates and is responsible for the individual needs of subordinates. The supportive leadership dimension is a key aspect that is very important for effective leadership, because it leads to satisfaction with the needs and preferences of subordinates, such as showing concern for the welfare of subordinates, creating a comfortable work environment, familiar with a psychological approach.

4. Intellectual Stimulation (intellectual stimulation)
Something that can increase interest, awareness and innate awareness of organizational problems, and improve the new perspective of subordinates to overcome these problems. The dimension of intellectual stimulation is an aspect of leadership that is capable of incorporating subordinates' creativity to have conceptual abilities of competitive and analytical thinking in overcoming organizational problems, so as to be able to come up with solutions with new perspectives.

5. Personal Recognition (personal recognition)
Giving rewards in the form of praise and recognition for the work done for achieving certain goals. The dimension of personal recognition is a reward from the leader that is consistent with the vision through praise and open recognition of the efforts of his subordinates. in Tscannen-Moran in Subawa and Suwandana (2017: 4785) explains that,

'To be able to produce productivity, transformational leadership has been defined as 'Fours It's '- individualized influence, inspirational motivation, intellectual stimulation and individualized consideration. The dimensions of transformational leadership are as follows:

1. Individualized influence
It is the most important dimension in transformational leadership because it inspires and arouses subordinates' motivation emotional) to get rid of personal interests for the achievement of shared goals / shared commitment.

2. Inspirational motivation
Transformational leaders inspire subordinates to focus on shared goals, focus and commit to their goals and forget personal interests. Inspiration can be interpreted as an action or power to move the emotions and thinking power of others.

3. Intellectual stimulation
Forms of verbal communication or the use of symbols that are intended to stimulate the enthusiasm of subordinates. The leader motivates subordinates of the importance of the organization's vision and mission so that all of their subordinates are driven to have the same vision. The same vision spurs subordinates to work together to achieve long-term goals with optimism. So that the leader not only arouses individual enthusiasm but also the spirit of the whole team.

4. Individualized consideration
Is a behavior that seeks to encourage the attention and awareness of subordinates of the problems faced. Leaders try to develop the ability of subordinates to solve problems.
with new approaches or perspectives. The impact of intellectual stimulation can be seen from the increase in the ability of subordinates to understand and analyze problems and the quality of problem solving done. This synchronized study uses measurements of transformational leadership variables by quoting opinions by Rafferty & in Yusuf Ariffin (2010: 23), Vlalia (2013: 492-493), Jeevan & Sonia (2015: 14) and Sladjana (2017: 99) and Handani and Handoyo (2012: 6) which states that the leadership of transformational thinking has the following dimensions; Vision, Inspirational Communication, supportive leadership, intellectual stimulation, personal recognition. Management information system is an information-producing tool in several other experts menenakan tools to assist in decision making, as well as some add to the function of information systems to carry out analysis (control) analysis and visualization. Laudon (2018)

2.2 Information Systems
Before discussing the understanding of information systems, the author will first give an explanation of the system, and information. 'The system is a collection or group of any part or component both physical and non-physical which are interconnected with one another and work together in harmony to achieve a certain goal'. While the understanding of the system according to Azhar Azhar Susanto (2017: 24) is as follows: 'The system is a collection / group of sub-systems / parts / components of whatever physical or non-physical that are interconnected with each other and work together in harmony to achieve certain goals.' Understanding the system according to Mulyadi (2004: 2) in his book 'Accounting system' is as follows: 'The system is a group of elements that are closely related to one another that functions together to achieve certain goals'. Understanding the system according to James A. Hall (2011: 5) is as follows: 'A system is a group of two or more interrelated components or subsystems that unite to achieve the same goal (common purpose)'. Understanding the system according to Rooney and Steinhart (2018: 4) is as follows: 'The system is a set of two or more interrelated components that interact to achieve a goal.' While the understanding of the system according to:

a. The components are interconnected with one another.
b. A whole without separating its constituent components.
c. Together in achieving goals.
d. Has the input and output needed by other systems.
e. There is a process that converts inputs into outputs.
f. Shows the entropy.
g. Has a smaller subsystem.
h. Has differentiation between subsystems.
i. Have rules.
j. Have the same goal even though it starts differently.

Based on the definition of the above system conclusions can be drawn regarding the general understanding of the system that the system is a collection of elements that are closely related to each other that work together to achieve certain goals.

2.1.1.1 System Characteristics
According to Azhar Susanto (2017) the characteristics of the system are as follows:

- System objectives
  The purpose of the system is to work together to form a unity to achieve the final goal to be achieved by a system.

- System limits
  System boundary is an area that limits between a system with other systems or with the outside environment. This system boundary allows a system to be seen as a single unit. The limit of a system shows the scope of the system. The system boundary is the line that separates the system from the environment.

1. Subsystem
   Subsystem is a component or part of a system, this subsystem can be either physical or non-physical.

2 Relations and System Hierarchy
   System relationship is a relationship that occurs between subsystems with other subsystems that are at the same level or between subsystems with larger systems.

3. Input - Output - Input
   The three functional components of the subsystem are input, process and output. Input is everything that enters a system. The process is a change from input to output. Output is the result of a process which is the goal of the system's existence.

4. System Environment
   System environment are factors outside the system that affect the system. There are two environments in the system namely the internal environment and external environment. Internal environment is the environment inside the system, while the external environment is the environment that is outside the system.

2.2.3 Performance
Job performance is defined as a record of the results obtained through certain job functions or activities during a certain time period. A person's work performance is influenced by skills, skills, experience, sincerity and the work environment itself. Performance depends on the combination of ability, effort, and opportunity that is gained. This means that performance is the result of employee work in working for a certain period of time and the emphasis is on the work done by the employee within a certain time period. Performance is defined as the record of outcomes produced on a specified job function or activity during a specified time period. Performance is defined as the record of outcomes produced on a specified job function or activity during a specified time period. Performance on the job as a whole would be equal to the sum (or average) of performance on the critical or essential job functions. Based on the information above it can also be interpreted that performance is as a whole of the results produced in a job function or special activity during a special period. Overall performance on the job is equal to the number or average of performance on important job functions. Functions related to the work will be performed and not carried out with individual performance characteristics. Meanwhile, the definition of employee performance is Quality and quantity.
work results achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. Therefore it can be concluded that the performance of human resources is work performance or work output (quality) both quality and the quantity achieved by HR per unit period of time in carrying out his work duties in accordance with the responsibilities given to him. Mangkunegara in Dirk (2013: 1392) defines employee performance as a comparison of the results achieved with the participation of labor union time (typically per hour). performance as expressions such as output, efficiency and effectiveness are often associated with productivity. Related to employee performance (work performance) Mangkunegara revealed that it was the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. This synchronized research uses a description of the definition of Perwal Kota Jawa Barat No. 189 of 2017 concerning Employee Performance Assessment. Performance is concluded as the quality and quantity of individual or group work in a particular activity caused by natural abilities or abilities obtained from the learning process and the desire for achievement, which is influenced by the boss's policy in placing employee positions in accordance with their abilities. The factors that influence the achievement of performance are knowledge, skills, and motivational factors. The factors of performance achievement are as follows, a Knowledge is the ability possessed by employees who are more oriented to intelligence and power of thought and mastery of broad knowledge possessed by employees. A person's knowledge can be influenced by the level of education, media and information received.

b Skills
Operational skills and technical mastery in certain areas owned by employees. Such as conceptual skills human skills (Human Skills), and Technical Skills c Ability (ability) Ability is formed from a number of competencies possessed by an employee which includes loyalty, discipline, cooperation and responsibility.

d Motivation
Perwal Kota Jawa Barat No. 189 of 2017 concerning Performance Appraisal of Employees in the City of West Java, precisely in Article 1 No.39, states that performance measurements are carried out on the main activity components and additional activities, behavior, achievement of budget absorption, achievement of KPIs and completion of IKP in accordance with authority and position Civil servants.

This synchronized research uses Perwal Kota Jawa Barat No. 189 of 2017 concerning Performance Appraisal of Employees in the City of West Java which revealed that performance civil servants can be measured by 2 elements namely Employee Work Target (SKP) and Employee Behavior (PP). This opinion is acceptable because the opinion is in accordance with the core of this study which measures the performance of civil servants Thinking Framework This study requires the linkages of each of the variables studied, the linkage referred to is the existence of a theory or connectiveity of each of the variables studied in this dissertation research, there is also a linkage or a connecting theory in question, the authors convey with the explanation below.

3.1 Method Used
The research methodology using descriptive and verificative method. Descriptive research is a type of conclusive research whose main purpose is to describe something that is usually in the form of market characteristics or functions, and this descriptive study is also characterized by the formulation of specific hypotheses. Make a interview with 30 responden .The nature of this study is descriptive and verification. Descriptive describes the characteristics of the variables studied.

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