

KEPEMIMPINAN TRANSFORMATIF SEBAGAI MODEL PENGEMBANGAN SUMBER DAYA MANUSIA YANG KREATIF

Mahirun *) , Suryani **), dan Nur Baiti Nasution *)**

*) Program Studi Manajemen, Universitas Pekalongan

***) Program Studi Ilmu Hukum, Universitas Pekalongan

****) Program Studi Pendidikan Matematika, Universitas Pekalongan

Email : mahirun@yahoo.com; suryani@gmail.com; nurbaiti.nasution@unikal.ac.id

ABSTRACT

A leader is someone with certain softskill ability which can't replaced by machine. Therefore, in this 4.0 revolution industries era a leader should keep their ability to solve every leadership problem and develop creative human resource. This study aims to develop a conceptual theory of transformational leadership as a basic framework to implement the development of creative human resources in organizations. A comprehensive analysis was used to explain some popular leadership styles, such as transformational leadership style, transactional leadership style, charismatic leadership styles and literature on innovation and creativity for the development of human resource empowerment models. Results revealed that the concept of transformative leadership for a creative human resource development model is a process of managing the creativity of human resources that prioritizes credibility by developing new ideas that are unique and unusual, have benefits by changing the nature, function or condition, also converting to achieve organizational goals.

Keywords: human resources, leadership, transformational leadership, innovative, creative



UNIVERSITAS PEKALONGAN
LEMBAGA PENELITIAN DAN PENGABDIAN KEPADA MASYARAKAT
(L P P M)
REDAKSI JURNAL ILMU PENGETAHUAN DAN TEKNOLOGI "PENA"

Jl. Sriwijaya No 3 Pekalongan Telp (0285) 4411511 ext (107), Fax (0285) 421096
Website : www.lppm.unikal.ac.id, Email : lppm.unikal.press@gmail.com

SURAT KETERANGAN

Nomor : 459.a / J.16.01 / LPPM / XI / 2021

Yang bertanda tangan di bawah ini Pimpinan Redaksi Jurnal Ilmu Pengetahuan dan Teknologi "PENA" Universitas Pekalongan, menerangkan bahwa :

Nama : Dr. Mahirun, S.E., M.Si.
NIDN : 0620097702
Prodi / Fakultas : Manajemen / Fakultas Ekonomi dan Bisnis
Universitas Pekalongan

Yang bersangkutan telah memasukkan artikel berjudul "**Kepemimpinan Transformatif sebagai Model Pengembangan Sumber Daya Manusia yang Kreatif**" ke dalam Jurnal Ilmu Pengetahuan dan Teknologi "PENA" Universitas Pekalongan dan telah terbit pada Volume 35 Nomor 2 Edisi September 2021, dan ada diportal jurnal <https://jurnal.unikal.ac.id/index.php/pena/article/view/1583>

Demikian surat keterangan ini dibuat, untuk dapat dipergunakan sebagaimana mestinya.

Pekalongan, 18 November 2021

Yang menerangkan,
Rahajeng Win Martani, S.Kep.Ns., MNS
Sekretaris LPPM



Rahajeng Win Martani, S.Kep.Ns., MNS
NPP. 111012296