

The Effect of Transformational Leadership and Life Satisfaction towards the Performance of Christ Cathedral Church

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1.1 INTRODUCTION

Christ Cathedral Church (CCC) is one of the big and dynamic churches in Indonesia. The community started only with 25 people until now already has 7000 congregations. As a local church, CCC is overseen by three Lead Pastors, helped by 10 elders and 55 fulltime staffs. CCC has around 90 leaders who lead six hundred subordinate volunteers in 25 fields of ministry. The church's grand vision is to be a high-impact church concluded on three purpose statements; life-saving, life-changing and life-empowering. For the past 3 years, the church has set its focus on recapturing the lost generation, which according to the demographic is the young generation whose age is below 25 years old. Every month all the pastors and leaders get together to evaluate the church performance and important issues in church-life.

1.2 LITERATURE REVIEW

The individual performance is a relevant result measurement so it becomes an important term in working world. In the few last decades, a huge range of researches in management, work health, and psychology of organizational industry have specialized to find predictors and effect from performances (Koopmans et al., 2013).

1.2.1 Performance

Performance is an abstract and a latent construct which cannot be measured directly. Performance is a behavior or an act which is relevant with the aim of the organization with the main idea that the performance depicts behaviors more than the result; performances involve behaviors relevant with the aim of the organization and multidimensional performances (Campbell, Ford, Rumsey, & Pulakos, 1990; Koopmans et al., 2011). Thus, performances can be obtained from the good evaluation from colleagues or from the management (Viswesvaran, Ones, & Schmidt, 1996).

A performance as a multidimensional construct is influenced by two main factors externally or internally. Internally, the performance will be determined by the psychological condition of that particular individual which comes from inner side of a person who can empower and make himself or herself engaged and generate better performances (Owens, Baker, Sumpter, & Cameron, 2015). The positive psychological condition which can be a main

stimulus in the performance is life satisfaction. Many researches are still unable to uncover the vivid connection between life satisfaction and performances so it can't be predicted whether work satisfaction causes high performances or vice versa. High performances will cause someone to be satisfied for his or her life (Muindi & Obonyo, 2015). As church which has visions of life saving, life changing and life empowering, CCC needs to have leaders with good performance and satisfy with their life so they can serve their people.

1.2.2 Life Satisfaction

Life satisfaction is a relatively stable construct in which the measurement usually refers to various kinds of things in the individuals themselves, such as, feeling and mood (Ateca, Cortés, & Moro, 2014). The life satisfaction is considered as another form of happiness which is a relative evaluation on individuals' life quality. Life quality can be a depiction of an individual's whole life in which to measure it people need integration or individual evaluation on their experiences and their life. (Hofmann, Luhmann, Fisher, Vohs, & Baumeister, 2014). Even though life satisfaction is an important construct, many researchers suggest to continuously review the connection between life satisfaction and performance (Ateca et al., 2014; De Neve & Oswald, 2012; Hofmann et al., 2014).

1.2.3 Transformational Leadership

The improvement of performance will give a positive effect for the organization in which a leader has an important role to direct each

individual to achieve the objective of the organization (Almutairi, 2016). Compared to the other leadership style, transformational leadership has a significant role towards performances. The positive correlation has an important role for individuals, teams or even the organization themselves. (Raja & Palanichamy, 2011; Wang, Oh, Courtright, & Colbert, 2011).

Transformational Leadership generates an awareness and a bigger acceptance towards the aim and objective and the mission of the organization and grow the vision, reorientation of training and teamwork construction. The leadership style enables the leaders to become the motor and to provide everything needed to build learning in the organization (García-Morales, Jiménez-Barrionuevo, & Gutiérrez-Gutiérrez, 2012). Transformational leadership is considered to improve the most effective factor in motivating the followers when they interact and feel the benefits as well as be consequent on the running vision. (Grant, 2012).

The importance of performance and the necessity of research reviews on the correlation between performance and life satisfaction as well as the significant correlation of transformational leadership in generating performances becomes the base to view further the style of the three variables on CCC.

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