

ABSTRACT

The public service sector is now entering an era of innovation and collaboration, which demands speed and better adaptation to change. Transformational leadership and change management made by regional leaders will have a positive impact on the motivation of the State Civil Servants (ASN), to work smarter and harder for the progress of their region.

The purpose of this study was to analyze the effect of transformational leadership and change management on the motivation of state civil servants, case study at the Regional Secretariat of the Sumedang Regency. This type of research is quantitative and uses descriptive-causality analysis methods. Sampling was done by saturation sampling technique of 200 civil servants in the Regional Secretariat of the Sumedang Regency. Analysis of the data used is descriptive analysis, classic assumption test, and simple linear regression analysis.

This study resulted in the conclusion that the implementation of transformational leadership in Sumedang Regency was running very well, the results of the descriptive analysis showed that transformational leadership had a percentage value of 89.5%. Change management was very effective, the results of descriptive analysis show that change management has a percentage value of 85.6%. The motivation of the state civil servants was very high, the results of descriptive analysis show that motivation has a percentage value of 88.8%.

Transformational leadership has a significant effect on motivation, this is evidenced by the t test where the t_{count} is 2.448 and the t_{table} is 1.972 which means $t_{count} > t_{table}$ with a sig value of $0.015 < 0.05$. Change management has a significant effect on motivation, this is evidenced by the t test where the t_{count} is 8.180 and the t_{table} is 1.972, which means $t_{count} > t_{table}$ with a sig value of $0.000 < 0.05$. Transformational leadership together with change management has a significant effect on the motivation of state civil servants in Sumedang Regency, this is evidenced by the results of F_{count} of 84,220 and F_{table} value of 2.33, because $F_{count} (49,185) > F_{table} (2.18)$.

Transformational leadership should be prioritized to be implemented within the Sumedang City Government to motivate the civil servants. The replication and adaptation of transformational leadership and change management must be implemented in all organizations and institutions within the Sumedang City Government, to produce a collective impact on regional development. This research can be improved by adding other parameters.

Keywords: *transformational leadership, change management, motivation, civil service*