CHAPTER III

RESEARCH METHOD

3.1 Research Description

This research uses descriptive analysis research design. Descriptive research is a method of research conducted with the main purpose to create a description or descriptive about a situation objectively. Descriptive research method is used to solve or answer the problems that are faced (Notoatmodjo, 2002). Descriptive study is a study to find facts about the appropriate interpretation of data. In descriptive research, it is also used to accurately describe the nature properties of some individuals. (M. Nazir, 2003). This research uses quantitative research whereby quantitative research uses the values and its changes that are expressed in scores or numbers. In quantitative research, the researchers usually perform a variable by using research instruments (Sugiyono, 2003).

Quantitative research can also be interpreted as a research method based on positivism philosophy that is used to examine the population or specific samples, with data collection using research instruments, analysis based on quantitative / statistic that aim to test the hypothesis that has been established (Sugiyono, 2014). Quantitative methods in this research specifically used to determine the majority of students that uses transformational leadership style ($X_1$), transactional leadership styles ($X_2$), and passive-avoidant leadership style ($X_3$).
3.2 Population and Sample

3.2.1 Population

Population is the demographic area of an object or subject that has certain qualities and characteristics set by the researcher to be studied and is drawn conclusion from it (Sugiyono, 2015). Population used in this research is members of Ciputra University Students project/business of the year 2014 majoring in International Business that has established their own businesses. There are 252 students in total.

3.2.2 Sample

Sample is a part of the number and characteristics possessed by the population (Sugiyono, 2015). The sampling was done by simple-random sampling technique, where the sample is taken based on the criteria determined by the researcher (Sugiyono, 2015). The criterion referred by the researcher is students. Thus, the samples used in this study were selected using the Slovin formula according to (Idelia & Kohardinata, 2016) as follows

\[ n = \frac{N}{1 + Ne^2} = \frac{252}{1 + 252 (0.10)^2} = 71.59 \]

Where \( n \) = Number of samples, \( N \) = Total population, \( e \) = Error tolerance

3.3 Data Collection Method

3.3.1 Research instruments

The data used in this study are from primary data and secondary data. Primary data were obtained from questionnaires distributed to Ciputra
University students of year 2014. The instrument used in this research was questionnaires, where it consists of respondent’s profile which involved the name of respondents, Nomor Induk Mahasiswa (NIM) or Student’s number given from the Ciputra University, and the major of study of respondent in Ciputra university.

The data collection method of questionnaires is based on the Likert scale with the following conditions:

- Strongly Disagree (SD): 1
- Disagree (D): 2
- Neutral (N): 3
- Agree (A): 4
- Strongly Agree (SA): 5

3.4 Definition of Operational Variables

Table 3.1 The Definition of Variables

<table>
<thead>
<tr>
<th>VARIABLES</th>
<th>INDICATORS</th>
<th>DEFINITION OF OPERATIONAL VARIABLE</th>
<th>MEASUREMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transformational leadership style</td>
<td>1. Idealized Influence (Attributes)</td>
<td>Given out power and influence to subordinates</td>
<td>To measure each of the variables, this research uses measurement of 5-point Likert scale which elaborated as:</td>
</tr>
<tr>
<td>Transformational leadership style</td>
<td>2. Idealized Influence (Behaviour)</td>
<td>Behaviors that could inspire others as their role model</td>
<td>Strongly Disagree (SD), Disagree (D), Neutral (N), Agree (A) and Strongly Agree (SA)</td>
</tr>
<tr>
<td>Transformational leadership style</td>
<td>3. Inspirational Motivation</td>
<td>Proposing goals and challenge others (motivating)</td>
<td></td>
</tr>
<tr>
<td>Transformational leadership style</td>
<td>4. Intellectual Stimulation</td>
<td>Encouragement towards new ideas and critical thinking</td>
<td></td>
</tr>
<tr>
<td>Transformational leadership style</td>
<td>5. Individualized Consideration</td>
<td>Attention of the leaders towards needs and capacities of subordinates</td>
<td></td>
</tr>
</tbody>
</table>
individualized consideration.

**Transactional Leadership style**
According to Bass & Avolio (2004, in Franco & Matos, 2015, p.428) transactional leaders refers to those who possessed Contingent reward and Management by exception (Active)

<table>
<thead>
<tr>
<th>1. Contingent Rewards</th>
<th>Rewards attaining for objectives achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Management by Exception (Active)</td>
<td>Control of failure and deviations “Penalizing” attitude towards subordinates</td>
</tr>
</tbody>
</table>

To measure each of the variables, this research uses measurement of 5-point Likert scale which elaborated as: Strongly Disagree (SD), Disagree (D), Neutral (N), Agree (A) and Strongly Agree (SA)

**Passive-avoidant leadership style**
According to Bass & Avolio (2004, in Franco & Matos, 2015, p.428) Passive-avoidant leaders includes 2 scales of Management by exception (Passive) and absence of leadership behavior in the leader (laissez-faire)

<table>
<thead>
<tr>
<th>1. Management by Exception (Passive)</th>
<th>Being responsive only when problems get worse</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Laissez-Faire</td>
<td>Absence of leadership behavior Absent when are in need to make important decisions</td>
</tr>
</tbody>
</table>

To measure each of the variables, this research uses measurement of 5-point Likert scale which elaborated as: Strongly Disagree (SD), Disagree (D), Neutral (N), Agree (A) and Strongly Agree (SA)

Source: Gathered Data

### 3.5 Validity and Reliability

#### 3.5.1 Validity

Validity test is an instrument to test data in order to assess how precise an item is being measured. The method used is Pearson correlation.

The item is declared as valid if the value of Pearson correlation significance is less than 0.05, then the item is declared as valid (Priyatno, 2014, 51)

#### 3.5.2 Reliability

Reliability test is used to assess the consistency of the measuring instruments that is used in the questionnaire; the method used in this research is Cronbach Alpha (Priyatno, 2014, 64). Measurement is based on
the value of Cronbach Alpha whereby, if the value exceeds more than 0.6 then the instrument questionnaire is considered as reliable.

3.6 Data Analysis Method

3.6.1 Descriptive Analysis

Descriptive analysis is used for the description of statistical data such as sum, mean, standard deviation and others. According to Sugiyono (2004) descriptive analysis is a statistical method used to analyze data in a way to describe data that has been collected without intending to make conclusions that apply for any generalization. Izbal Hasan (2001:7) also explained that descriptive statistics are part of statistics that studies how data was collected and data are presented in a simpler form. Furthermore, descriptive statistics only deal with the matter of deciphering or uses only existing information derived from the data.

According to Priyatno (2014), the mean or average of the total sum of data is commonly used as the termination measure and it has been used for the purpose of a representation or representative of the observed data calculated from the average numbers derived from data.