

The Effects of Leadership Styles on Members' Performance in Generation Z: A Case of Skill Up Foundation

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Abstract.

This study was conducted at the Skill Up foundation in Indonesia. The primary purpose of this study is to investigate the effects of democratic, transactional, and transformational leadership styles on members' performance in Generation Z. The research is classified as descriptive and explanatory research design. The quantitative research methodology was used in this study as the Likert-scale data was collected through a questionnaire from all 117 members of the Skill Up Foundation. After the data was collected, it was transformed into an interval data type using Method of Successive Interval and passed the validity and reliability test before conducting the analysis. The researcher went on to conduct Normality, Multicollinearity, and Homoscedacity assumption analysis to fulfill the statistical requirements. Multiple Linear Regression (MLR) analysis was used to explore correlations between various leadership styles (independent variables) on members' performance (dependent variable) using SPSS version 25 software. The research found that the democratic and transformational leadership styles have significantly positively affected generation z members' performance in a nonprofit organization context. In contrast, the transactional leadership style negatively affects the members' overall performance. These findings emphasized the need to consider the effect of stated leadership styles on the next leader's selection process and implement the most appropriate leadership style practices for Generation Z members to perform at their highest performance.

Keywords: democratic leadership style; transactional leadership style; transformational leadership style; members' performance; generation z