

## **CHAPTER III**

### **RESEARCH METHODOLOGY**

#### **3.1 Research Design**

Yessika quoted in her thesis that “Correlational or correlational research is a study to determine the relationship and the level of relationship between two or more variables without any effort to influence these variables so that there is no manipulation of variables” (Fraenkel and Wallen, 2008: 328). “The existence of relationships and the level of this variable is important because by knowing the level of existing relationships, researchers will be able to develop them in accordance with the objectives of the study. This type of research usually involves a statistical measure / level of relationship called correlation” (Mc Millan and Schumacher, in Syamsuddin and Vismaia, 2009: 25). Correlational research uses instruments to determine whether, and to what degree, there is a relationship between two or more variables that can be quantified. According to Gay in Sukardi (2004: 166) “correlation research is one part of ex-postfacto research because researchers usually do not manipulate the state of existing variables and directly look for the existence of relationships and the level of relationship variables that are reflected in the correlation coefficient”. Furthermore, Fraenkel and Wallen (2008: 329) mention, “the correlation research into the description research because the research is an attempt to describe the conditions that have occurred.”. In this study, the researcher tries to describe the present condition in a quantitative context that is reflected in variables. “Correlational research is carried out in various fields including education, social, and economics. This research is only limited to the interpretation of the relationship between variables, not only to the causality relationship, but this research can be used as a reference for further research such as experimental research” (Emzir, 2009: 38). According to Sukardi (2004: 166) “correlation research has three important characteristics for researchers who want to use it.”.

The purpose of correlational research according to Suryabrata (in Abidin, 2010) “is to detect the extent to which variations in a factor are related to variations in one or more other factors based on the correlation coefficient.”. Meanwhile according to Gay in Emzir (2009: 38), “the purpose of correlational research is to determine the relationship between variables, or to use these relationships to make predictions.”. Relationship studies usually investigate a number of variables that are believed to be related to a major variable, such as the learning outcomes of variables which apparently do not have a high relationship are eliminated from further attention.

There are several types of correlational research methods namely,

#### 1. Relationship Research

Basic relationship, social, or connection explore (regularly called just connection) is utilized to examine the connection between estimation results on two unique factors simultaneously. This investigation plans to decide the level or level of connection between a couple of factors (bivariate). Moreover, this kind of research is regularly part of other research, which is directed as an introduction to another mind boggling research process. For instance, in multivariate connection considers that look at the relationship of a few factors all the while when all is said in done, it generally begins with a straightforward relationship study to perceive how every one of these factors identifies with each other two by two. Fundamentally, the relationship configuration inquire about is very basic, in particular just by gathering scores of two factors from a similar gathering of subjects and afterward ascertaining the connection coefficient. In this way, in leading this examination, the specialist initially decides a couple of factors to be researched for the level of relationship. The determination of these two factors must be founded on hypothesis, suspicions, going before inquire about outcomes, or experience that the two are probably going to be connected.

## 2. Predictive Research

In the execution of training, numerous circumstances require expectation or anticipating. Toward the start of the new school year, for instance, each school because of restricted offices, frequently needed to choose candidates who might be acknowledged as new forthcoming understudies. This sort of connection inquire about spotlights on estimating at least one factors that can be utilized to anticipate or foresee future occasions or different factors (Borg and Gall in Abidin, 2010). This examination, as social research, includes figuring relationships between's a perplexing example of conduct, ie factors that are dependent upon forecasts or anticipated occasions (called criteria), and different factors that are assessed to be identified with criteria, to be specific factors used to foresee (called indicators ). The procedure used to decide the prescient level between the two factors is a relapse examination strategy that delivers a relapse coefficient esteem, which is indicated by R. The fundamental contrast between social research and this kind of research lies in the suspicions hidden the connections between the factors contemplated. In social research, the specialist accept that the connection between the two factors happens in two ways or as such, he just needs to examine whether the two factors have a relationship, without having the thought that the factors that show up sooner than the other. Along these lines, the two factors are normally estimated simultaneously. While in prescient research, notwithstanding needing to explore the connection between two factors, scientists likewise have the idea that one variable shows up sooner than the other, or a single direction relationship. In this manner, in contrast to social research, the two factors are estimated in consecutive time, that is, the indicator factors are estimated before the foundation factors happen, and can't be the other way around.

## 3. Multivariate Correlation

The procedure for estimating and researching the level of connection between blends of at least three factors is known as the multivariate relationship system. There are a few procedures that can be utilized, two of which will be examined here are: numerous relapses and standard connections. Different relapse predicts a perplexing marvel utilizing just one factor (the indicator variable) frequently just gives mistaken outcomes. Much of the time, the more data acquired the more exact the expectations that can be made (Mc Millan and Schumaker in Abidin, 2010), specifically by utilizing a mix of at least two indicator factors, the forecasts of the basis factors will be more precise than simply utilizing every one of them indicator factors separately. Therefore, expanding the quantity of indicators will build the precision of forecast criteria. Accepted relationship is fundamentally equivalent to numerous relapse, where a few factors are consolidated to anticipate the basis variable. Notwithstanding, dissimilar to different relapse that just includes one model variable, authoritative connection includes more than one rule variable. This relationship is helpful to address the inquiry, how does a lot of indicator factors foresee a progression of measure factors? Accordingly, this authoritative connection can be considered as an augmentation of various relapse, and on the other hand, numerous relapse can be considered as a component of accepted relationship (Pedhazur in Abidin, 2010). Frequently this connection is utilized in exploratory research planned for deciding if various factors have a relationship with one another that is comparable or extraordinary.

Thus, in this study will use a type of multivariate correlation method.

### **3.2 Variable and Measurements**

Based on Journal of Security and Sustainability Issues written by Leonardus W.W Miharjo, Sasmoko, Firdaus Alamsjah, Elidjen titled “Knowledge Sharing and Transformational Leadership”, impact, delegation, respect, and transfer knowledge are some aspects in Transformational Leadership and will use

those as the parameter. Other than that, from an article titled “The Relationship Between Interpersonal Trust, Employee Satisfaction and Employee Loyalty” written by Kurt Matzler and Birgit Renzl, loyalty, satisfy and paying attention are some of the outcome that an organization hoped in trust. Thomas E Harris and Mark D Nelson said in their book that there are 5 general qualities in The Humanistic Model, and equality and openness are the two of them. And lastly in Harvard Business Review, the author of an article wrote about “The Secret of Great Teamwork”. They said that unity, cooperation and collaboration are some of the important aspects in a teamwork.

No	Variable	Parameter	Measurements
1	Transformational Leadership	Impact	Likert
		Delegation	Likert
		Respect	Likert
		Transfer Knowledge	Likert
2	Trust	Loyalty	Likert
		Satisfy	Likert
		Pay Attention	Likert
3	Communication	Equality	Likert
		Openness	Likert
4	Teamwork	Unity	Likert
		Cooperation	Likert
		Collaboration	Likert

Figure 3.2 Variable and Measurements

### 3.3 Population and Sampling Method

This research will use purposive sampling. Purposive sampling is a non-random sampling technique where the researcher determines sampling by determining specific characteristics that are appropriate to the purpose of the study so that it is expected to answer the research problem. The criteria in this study will focus on people who already have work experience specifically in the hospitality industry. In this study, samples from Hotel Business Program students (2016 and 2017), will be taken because they have undergone an internship program. In addition, it will also take samples from the Hotel Business Program

lecturers, especially practitioners or those who have specific work experience before. And the last is the employees at Four Seasons Hotel Jakarta.

### **3.4 Data Collection Method**

Basically, the correlational method is quantitative. Therefore, the method of data collection will be through questionnaires. The questionnaire will be distributed via email and social media with the Google Form platform. Because of the high number and population of the study grouped, the sample collection method used was cross section random sampling, where data will be collected in a period of time and everyone in the study population has an equivalence to answer the questionnaire.

### **3.5 Method of Analysis**

This research will use Bivariate Pearson Correlation Analysis. In Bivariate Pearson Correlation Analysis, there are three ways that can be used as a guide or basis for decision making in Pearson's bivariate correlation analysis, namely the first by looking at the significance value of Sig. (2-tailed). Second, compare the calculated r value (Pearson Correlations) with the r value of the product moment table. And the third is to see the asterisk (\*) contained in the SPSS program output.

But in this analysis, I used the first way by looking at the significance value of Sig. (2-tailed). Based on the significance value of Sig. (2-tailed), if the Sig. (2-tailed)  $< 0.05$  then there is a correlation between the variables that are connected. Conversely, if the value of Sig. (2-tailed)  $> 0.05$  then there is no correlation.