

## TRANSFORMATIONAL LEADERSHIP IN BUILDING THE PERFORMANCE OF PUBLIC ORGANIZATIONS IN THE ERA OF DISRUPTIONS; A CONCEPTUAL AND PHILOSOPHICAL ANALYSIS

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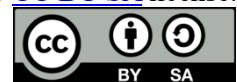
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### ABSTRACT

Transformational leadership is a leadership model that focuses on organizational change through inspiration , strategic vision , and individual empowerment . In public organizations , this model is important to face the challenges of the era of disruption characterized by rapid social , political , and technological change . This study uses a literature study method to analyze the role of transformational leadership in improving the performance of public organizations . The results of the study indicate that transformational leadership is able to increase organizational effectiveness through the development of an innovative work culture , increasing employee motivation , and strengthening commitment to organizational goals and public services . Philosophically , transformational leadership is seen as a process of organizational humanization , in which leaders act as agents of change who build awareness , meaning , and moral orientation . Therefore , this leadership model is relevant to support bureaucratic reform that is more responsive , adaptive , and oriented towards the interests of society . The success of public organizations in the era of disruption does not only depend on the system and structure , but also on the quality of leadership that is able to drive meaningful change .

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