

# Pengaruh gaya kepemimpinan, psychological capital, organizational commitment, dan organizational trust terhadap kinerja pegawai = Effect of leadership style, psychological capital, organizational commitment, and organizational trust on employee performance

Rusdiana Yuliarti, author

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## Abstrak

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Penelitian ini menguji pengaruh gaya kepemimpinan ethical leadership dan participative leadership terhadap in-role performance pegawai dengan menggunakan variabel organizational trust, organizational commitment, dan psychological capital sebagai variabel mediasi. Pengumpulan data pegawai dilakukan di Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia. Analisis data menggunakan metode Structural Equation Modelling SEM . Variabel psychological capital memediasi secara penuh hubungan gaya kepemimpinan ethical leadership terhadap in-role performance kinerja pegawai. Sedangkan variabel organizational trust dan organizational commitment tidak memediasi hubungan gaya kepemimpinan ethical leadership dan participative leadership terhadap in-role performance. Hasil penelitian menunjukkan bahwa peran psychological capital pegawai sangat penting untuk meningkatkan kinerja pegawai dalam bekerja.

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This study examines the impact of ethical leadership and participative leadership on in role performance. organizational trust, organizational commitment, and psychological capital as a mediating variable. Employees data collected from The Ministry of Village, Development of Disadvantaged Region, and Transmigration. Data analysis using Structural Equation Modeling SEM method. Psychological capital variables mediate fully the leadership style of ethical leadership to in role performance of employees. While the variable of organizational trust and organizational commitment does not mediate the influence of leadership style of ethical leadership and participative leadership with in role performance. The results showed that the role of psychological capital is very important to improve employees performance in work.