

Transformational Leadership Dan Pengaruhnya Terhadap Kinerja Anggota Organisasi = Transformational Leadership and Its Impact on Organizational Member Performance

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Abstrak

ABSTRAK

Penelitian bertujuan untuk menganalisis pengaruh transformational leadership terhadap kinerja anggota organisasi yang dimediasi oleh variabel komitmen organisasi dan work engagement. Pendekatan yang dipakai untuk melakukan penelitian ialah pendekatan kuantitatif, pengumpulan data penelitian dilakukan melalui penyebaran kuesioner dalam bentuk skala likert. Responden dalam penelitian ini ialah pegawai PT Kereta Api Indonesia Daerah Operasi 5 Purwokerto yang berjumlah 115 orang. Teknik analisis data yang digunakan dalam penelitian ini yaitu menggunakan structural equation modeling (SEM) melalui aplikasi program smartPLS. Penelitian ini menemukan bahwa transformational leadership memiliki pengaruh secara langsung maupun tidak langsung terhadap kinerja anggota organisasi, variabel work engagement mampu memediasi pengaruh secara tidak langsung antara transformational leadership dengan kinerja para anggota organisasi. Sedangkan variabel komitmen organisasi tidak dapat memediasi hubungan antara variabel kepemimpinan transformasional terhadap kinerja pegawai.

ABSTRACT

The purpose of this research is to analyze how the influence of transformational leadership on organizational member performance is mediated by variable organizational commitment and work engagement. The approach used to conduct research is a quantitative approach, research data collection is carried out through questionnaires in the form of a Likert scale. Respondents in this research were 115 employees of PT Kereta Api Indonesia Daerah Operasi 5 in Purwokerto. The data analysis technique used in this study is using structural equation modeling (SEM) through the application of smartPLS programs. This study found that transformational leadership has a direct or indirect influence on organizational member performance, the work engagement variable is able to mediate the indirect influence between transformational leadership and the performance of organizational members. While the organizational commitment variable cannot mediate the relationship between transformational leadership variables on employee performance.
