

Pengaruh Transformational Leadership terhadap Task Performance dan Organizational Citizenship Behaviors: Peran Mediasi Work Engagement dan Organizational Identification. Studi Kasus pada Sekretariat Jenderal Kementerian Keuangan Republik Indonesia. = The Influence of Transformational Leadership on Task Performance and Organizational Citizenship Behaviors: The Mediation Role of Work Engagement and Organizational Identification. Case Study at the Secretariat General of the MoF of Indonesia

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh langsung dari transformational leadership terhadap task performance dan organizational citizenship behaviors serta melalui peran mediasi work engagement dan organizational identification. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modeling. Sejumlah 367 pegawai Setjen Kemenkeu berpartisipasi menjadi sampel penelitian. Hasil penelitian ini menunjukkan bahwa transformational leadership memiliki pengaruh tidak langsung terhadap organizational citizenship behaviors melalui work engagement dan organizational identification, dan terhadap task performance melalui work engagement meskipun hanya mediasi pasial. Namun, transformational leadership tidak memiliki pengaruh tidak langsung terhadap task performance melalui organizational identification, sehingga organizational identification tidak memediasi pengaruh transformational leadership terhadap task performance. Studi ini juga menunjukkan bahwa transformational leadership memiliki pengaruh secara langsung terhadap task performance dan organizational citizenship behaviors pegawai Setjen Kemenkeu, terutama terkait dengan kepedulian terhadap citra organisasi. Maka dari itu, organisasi perlu mendorong para pemimpin level teknis (eselon IV) agar senantiasa menunjukkan karakteristik seorang pemimpin transformasional sehingga para pegawai di bawahnya semakin terdorong untuk mempertahankan instansi ketika instansi lain mengkritiknya, menunjukkan kebanggaan saat mewakili instansi di depan umum, dan mengekspresikan loyalitas terhadap organisasi.

.....This study aims to determine the direct effect of transformational leadership on task performance and organizational citizenship behaviors as well as through the mediating role of work engagement and organizational identification. Data were collected through questionnaires and analyzed using Structural Equation Modeling. A total of 367 employees of the Secretariat General of the Ministry of Finance participated as research samples. The results of this study indicate that transformational leadership has an indirect effect on organizational citizenship behaviors through work engagement and organizational identification, and on task performance through work engagement even though it is only partially mediated. However, transformational leadership does not have an indirect effect on task performance through organizational identification, so organizational identification does not mediate the effect of transformational leadership on task performance. This study also shows that transformational leadership has a direct influence on task performance and organizational citizenship behaviors of employees of the General Secretariat of the Ministry of Finance, especially related to concern for organizational image. Therefore, organizations need to encourage technical level leaders (echelon IV) to always show the characteristics of a transformational

leader so that employees under them are increasingly motivated to defend the agency when other agencies criticize it, show pride when representing the agency in public, and express loyalty to organization.