

## ABSTRAK

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### **ANALISIS PENGARUH DIMENSI TRANSFORMATIONAL LEADERSHIP TERHADAP EMPLOYEE PERFORMANCE YANG DIMEDIASI ORGANIZATIONAL COMMITMENT PADA BANK SULUTGO ( STUDI PADA KARYAWAN DIREKTORAT UTAMA DAN PEJABAT EKSEKUTIF PT. BANK SULUTGO)**

Sumber daya manusia merupakan elemen kunci dalam mencapai tujuan organisasi dan memperoleh keunggulan kompetitif. Sumber daya manusia merupakan aset atau elemen terpenting diantara elemen organisasi lainnya (Simamora 2006). Sumber daya manusia penting karena mempengaruhi efisiensi dan efektivitas suatu organisasi, dan sumber daya manusia bermanfaat dalam mencapai misi suatu organisasi. Salah satu industri yang bergantung pada keberadaan sumber daya manusia adalah industri perbankan.

Penelitian ini bertujuan untuk mengkaji pengaruh kepemimpinan transformasional terhadap kinerja karyawan dengan komitmen organisasi sebagai variabel mediasi di Bank SulutGo. Kepemimpinan transformasional yang mencakup Individual Focus, Inspirational Motivation, Idealized Influence, dan Creativity and Innovation diidentifikasi sebagai faktor penting yang dapat mempengaruhi kinerja karyawan.

Metode penelitian yang digunakan adalah kuantitatif dengan pengambilan sampel menggunakan rumus Slovin, yang menghasilkan 100 pegawai PT. Bank SulutGo sebagai responden. Data dikumpulkan melalui kuesioner skala Likert dan dianalisis menggunakan Partial Least Square-Structural Equation Modeling (PLS-SEM) dengan software SmartPLS versi 4.0.9.

Temuan Empiris dalam penelitian ini adalah Direktur Utama Bank SulutGo, Bapak Revino Pepah, dianggap sebagai pemimpin yang kuat dan optimis, yang mampu mengkomunikasikan tujuan organisasi dengan jelas, memperlakukan bawahan dengan baik, dan terbuka terhadap berbagai pendapat. Karyawan Bank SulutGo merasa mampu memberikan kinerja terbaik mereka, dengan rata-rata nilai mean untuk variabel Employee Performance sebesar 4,33, menunjukkan tingkat kinerja yang tinggi. Inspirational Motivation dan Creativity & Innovation memiliki pengaruh signifikan terhadap Organization Commitment, namun Individual Focus dan Inspirational Motivation tidak memiliki pengaruh signifikan terhadap Employee Performance. Idealized Influence, Creativity & Innovation, dan Organization Commitment memiliki pengaruh signifikan terhadap Employee Performance. Organization Commitment berperan sebagai mediator antara Transformational Leadership dan Employee Performance. Semua indikator yang digunakan dalam penelitian ini memenuhi syarat Convergent Validity.

**Kata Kunci:** *Transformational Leadership, Individual Focus, Inspirational Motivation, Idealized Influence, Creativity & Innovation, Organization Commitment dan Employee Performance*

## ABSTRACT

Lusiawati Imelda Parengkuan (02629220002)

***ANALYSIS OF THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP DIMENSIONS ON EMPLOYEE PERFORMANCE MEDIATED BY ORGANIZATIONAL COMMITMENT AT BANK SULUTGO (STUDY ON EMPLOYEES OF THE MAIN DIRECTORATE AND EXECUTIVE OFFICERS OF PT. BANK SULUTGO)***

*Human resources are a key element in achieving organizational goals and gaining a competitive advantage. Human resources are the most important asset element among other organizational elements (Simamora 2006). Human resources are important because they affect the efficiency and effectiveness of an organization, and human resources are beneficial in achieving the mission of an organization. One industry that depends on the existence of human resources is the banking industry.*

*This study aims to examine the effect of transformational leadership on employee performance with organizational commitment as a mediating variable at Bank SulutGo. Transformational leadership which includes Individual Focus, Inspirational Motivation, Idealized Influence, and Creativity and Innovation is identified as an important factor that can affect employee performance.*

*The research method used was quantitative with sampling using the Slovin formula, which resulted in 100 employees of PT Bank SulutGo as respondents. Data were collected through a Likert scale questionnaire and analyzed using Partial Least Square-Structural Equation Modeling (PLS-SEM) with SmartPLS software version 4.0.9.*

*Empirical findings in this study are that the President Director of Bank SulutGo, Mr. Revino Pepah, is considered a strong and optimistic leader, who is able to communicate organizational goals clearly, treat subordinates well, and is open to various opinions. Bank SulutGo employees feel able to give their best performance, with an average mean score for the Employee Performance variable of 4.33, indicating a high level of performance. Inspirational Motivation and Creativity & Innovation have a significant influence on Organization Commitment, but Individual Focus and Inspirational Motivation do not have a significant influence on Employee Performance. Idealized Influence, Creativity & Innovation, and Organization Commitment have a significant influence on Employee Performance. Organization Commitment acts as a mediator between Transformational Leadership and Employee Performance. All indicators used in this study meet the Convergent Validity requirements.*

**Keywords:** *Transformational Leadership, Individual Focus, Inspirational Motivation, Idealized Influence, Creativity & Innovation, Organization Commitment dan Employee Performance*