

## ABSTRACT

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### ***THE EFFECT OF TRANSFORMATIONAL LEADERSHIP ON TASK PERFORMANCE IN XYZ SCHOOL, JAKARTA WITH PERSON-ORGANIZATION FIT, PERSON-JOB FIT AND INNOVATIVE WORK BEHAVIOR AS MEDIATIONS***

*(xix + 157 pages, 35 figures, 37 tables, 8 appendices)*

*This study aims to see the effect of Transformational Leadership on Task Performance in XYZ School in Jakarta with Person-Organization Fit, Person-Job Fit (Need-Supply Job Fit and Demand-Ability Job Fit) and Innovative Work Behavior as mediation. It employs quantitative correlation research with Partial Least Square-Structural Equation Modelling through surveys using closed questionnaire on a six-point Likert scale administered to teachers in XYZ School from kindergarten to highschool. The results indicate that Transformational Leadership, Person-Organization Fit, Person-Job Fit and Innovative Work Behavior have positive influences on Task Performance of teachers in XYZ School. Need-Supply Job Fit and Innovative Work Behavior successfully mediate the effect of Transformational Leadership on Task Performance partially. However, Demand-Ability Job Fit and Innovative Work Behavior, and Person-Organization Fit and Innovative Work Behavior, do not exhibit mediating effects. Therefore, it is recommended that XYZ School pays further attention to the level of fit between the individual needs of teachers and what their jobs provide because this can positively influence the Innovative Work Behavior of teachers, leading to creative and innovative ideas to solve problems or enhance the quality of their work. The presence of Transformational Leadership qualities in school leaders contributes to the enhancement of teachers' Task Performance.*

*Keywords: School, Teacher, Transformational Leadership, Need-Supply Job Fit, Demand-Ability Job Fit, Person-Organization Fit, Innovative Work Behavior, Task Performance, Partial Least Square-Structural Equation Modelling*

***Reference: 64 (1958 -2022)***

## ABSTRAK

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### **PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP *TASK PERFORMANCE* DI SEKOLAH XYZ, JAKARTA DENGAN *PERSON-ORGANIZATION FIT*, *PERSON-JOB FIT*, DAN *INNOVATIVE WORK BEHAVIOR* SEBAGAI MEDIASI**

(xix + 157 halaman, 35 gambar, 37 tabel, 8 lampiran)

Penelitian ini bertujuan untuk melihat pengaruh *Transformational Leadership* terhadap *Task Performance* Guru di Sekolah XYZ di Jakarta dengan *Person-Organization Fit*, *Person-Job Fit* (*Need-Supply Job Fit* dan *Demand-Ability Job Fit*) dan *Innovative Work Behavior* sebagai mediasi. Penelitian menggunakan penelitian korelasi kuantitatif dengan *Partial Least Square-Structural Equation Modelling* melalui survey data kuesioner tertutup *six-point* skala likert kepada guru-guru di Sekolah XYZ dari jenjang TK sampai SMA. Hasil dari penelitian adalah *Transformational Leadership*, *Person-Organization Fit* dan *Person-Job Fit* dan *Innovative Work Behavior* memiliki pengaruh yang positif terhadap *Task Performance* guru-guru di Sekolah XYZ. *Need-Supply Job Fit* dan *Innovative Work Behavior* berhasil memediasi *Transformational Leadership* terhadap *Task Performance* secara parsial. Tetapi *Demand-Ability Job Fit* dan *Innovative Work Behavior* serta *Person-Organization Fit* dan *Innovative Work Behavior* tidak memiliki pengaruh mediasi. Sehingga Sekolah XYZ disarankan untuk memperhatikan lebih lanjut tingkat kecocokan antara kebutuhan individu guru-guru (*Needs*) dan apa yang diberikan oleh pekerjaan mereka (*Supply*), karena ini dapat secara positif mempengaruhi / meningkatkan *Innovative Work Behavior* guru-guru untuk menghasilkan ide-ide yang kreatif dan inovatif untuk menyelesaikan masalah ataupun meningkatkan kualitas pekerjaan mereka. Ditambah dengan adanya karakter *Transformational Leadership* di para kepala sekolah akan berujung ke meningkatnya *Task Performance* mereka.

Kata kunci: sekolah, guru, *Transformational Leadership*, *Need-Supply Job Fit*, *Demand-Ability Job Fit*, *Person-Organization Fit*, *Innovative Work Behavior*, *Task Performance*, *Partial Least Square-Structural Equation Modelling*

Referensi: 64 (1958 -2022)