

ABSTRAK

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PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN *CAREER DEVELOPMENT* TERHADAP KINERJA DENGAN MEDIASI KEPUASAN KERJA PADA APARATUR SIPIL NEGARA KEMENTERIAN PERDAGANGAN

(xvi + 167 halaman; 18 gambar; 35 tabel; 2 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* dan *career development* terhadap kinerja Aparatur Sipil Negara (ASN) yang dimediasi oleh kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan responden sebanyak 360 orang yang merupakan ASN di Kementerian Perdagangan Republik Indonesia. Kuesioner penelitian ini terdiri dari 18 pertanyaan tertutup dengan menggunakan Skala Likert 1-5 dan 3 pertanyaan terbuka. Data telah memenuhi syarat validitas dan reliabilitas, lalu dianalisis dengan metode *Structural Equation Modelling* berbasis PLS versi 3.0.

Hasil penelitian menunjukkan bahwa *transformational leadership* dan *career development* secara positif dan signifikan mempengaruhi kepuasan kerja. *Career development* dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja ASN. *Transformational leadership* tidak berpengaruh positif dan tidak signifikan terhadap kinerja ASN. Kepuasan kerja secara signifikan dan positif memediasi hubungan antara *transformational leadership* terhadap kinerja ASN. Kepuasan kerja berpengaruh positif dan signifikan dalam memediasi hubungan antara *career development* terhadap kinerja ASN.

Referensi : 26 (2015-2020)

Kata Kunci : Kepemimpinan Transformasional, Pengembangan Karir, Kepuasan Kerja, dan Kinerja Karyawan

ABSTRACT

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THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND CAREER DEVELOPMENT ON THE PERFORMANCE WITH THE JOB SATISFACTION AS MEDIATION ON THE STATE CIVIL SERVANT'S AT MINISTRY OF TRADE OF THE REPUBLIC OF INDONESIA

(xvi + 167 pages; 18 images; 35 tables; 2 appendixes)

The purpose of this study was to determine the influence of transformational leadership and career development on the performance of the State Civil Service (ASN) which job satisfaction as mediating variables. This research was quantitative study with 360 respondents of ASN Ministry of Trade of the Republic of Indonesia as sample. The questionnaire of this research consisted of 18 items of closed questions using a Likert scale 1-5, and 3 items of open questions. The collected data were then tested for validity and reliability, then analysed using the Structural Equation Modelling method based on PLS version 3.0.

The results of data analysis on this research shows that transformational leadership and career development has a positive and significant effect on job satisfaction. Career development and job satisfaction has a positive and significant effect on ASN performance. Transformational leadership has a negative effect on ASN performance. Job satisfaction significantly and positively mediates the relationship between transformational leadership on ASN performance. Job satisfaction can mediate between career development on ASN performance.

Reference : 26 (2015-2020)

Keywords : Transformational leadership, career development, job satisfaction, and employee performance