

## ABSTRAK

Harrold Sepang (1615220047)

### ANTESEDEN DARI *TRANSFORMATIONAL LEADERSHIP* DAN IMPLIKASINYA TERHADAP *PERFORMANCE* PEGAWAI PUSKESMAS: STUDI EMPIRIS 11 PUSKESMAS DI KABUPATEN MINAHASA UTARA TAHUN 2024

( xvii + 104 halaman; 16 gambar; 25 tabel; 10 lampiran)

Penelitian ini bermaksud guna mengkaji hubungan langsung Anteseden dari *transformastional leadership* dengan *work performance* pada pegawai dan implikasinya di 11 puskesmas Kabupaten Minahasa Utara. Desain penelitian kuantitatif dipergunakan dalam penelitian ini. Pengambilan sampel *purposive sampling* dikombinasikan dengan metodologi pengambilan sampel nonprobabilitas untuk memperoleh data. Seratus pegawai atau staf pusat kesehatan masyarakat diberikan kuesioner dan Google Form untuk diisi guna mengumpulkan data. Tahap berikutnya, mengolah jawaban responden mempergunakan statistik inferensial melalui pendekatan *structural equation modeling* (SEM) dengan menggunakan sistem perangkat lunak SmartPLS® 4.0.9.6. Hasilnya didapatkan *idealized influence*, *inspirational motivation*, *intellectual stimulation*, *individualized consideration* memiliki pengaruh positif terhadap *work performance* pada pegawai. Penemuan penelitian ini bisa dipergunakan oleh pimpinan puskesmas dan manajemen untuk meningkatkan *work performance*. Dilihat dari pernyataan terendah sebaiknya pegawai Puskesmas diberikan peluang pengembangan karir melalui pelatihan, workshop, dan kursus yang relevan untuk meningkatkan keterampilan dan pengetahuan karyawan serta disediakan dukungan berupa konseling atau bimbingan untuk karyawan yang mengalami kesulitan atau stress di tempat kerja.

Referensi : 48 (1990 – 2023)

Kata Kunci : *Transformational Leadership*, *Idealized influence*, *Inspirational motivation*, *Intellectual stimulation*, *Individualized consideration*, *Work Performance*

**ABSTRACT**

*Harrold Sepang (1615220047)*

***ANTECEDENTS OF TRANSFORMATIONAL LEADERSHIP AND ITS IMPLICATIONS FOR THE WORK PERFORMANCE OF PUSKESMAS EMPLOYEES: AN EMPIRICAL STUDY OF 11 PUSKESMAS IN NORTH MINAHASA DISTRICT, 2024***

***(xvii + 104 pages; 18 figures; 35 tables; 9 appendices)***

*This research aims to analyze the direct relationship between the antecedents of Transformational Leadership and Work Performance of Employee and its implications in 11 Community Health Centers in North Minahasa Regency. This research uses a quantitative research design. Data collection used a non-probability sampling technique with a purposive sampling method. Data collection was carried out through questionnaires and Google forms which were distributed and filled in by 100 community health center employee respondents. Respondents' answers were then processed using inferential statistical methods through a structural equation modeling (SEM) approach using the SmartPLS® 4.0.9.6 software system. The results show that Idealized influence, Inspirational motivation, Intellectual stimulation, Individualized consideration have a positive influence on work performance of employee. The findings of this research can be used by community health center leaders and management to improve work performance. Judging from the lowest statement, Puskesmas employees should be given career development opportunities through relevant training, workshops and courses to improve employee skills and knowledge as well as providing support in the form of counseling or guidance for employees who experience difficulties or stress at work.*

*Reference : 48 (1990 – 2023)*

*Keywords: Transformational Leadership, Idealized influence, Inspirational motivation, Intellectual stimulation, Individualized consideration, Work Performance*