

ABSTRAK

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PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP *EMPLOYEE PERFORMANCE* DENGAN MEDIASI DAN *WORK MOTIVATION* DI PERUSAHAAN XYZ

Skripsi, Fakultas Ekonomi dan Bisnis (2024)

(XIV + 118 Halaman; 9 Gambar; 18 Tabel; 6 Lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh antara *Transformational Leadership*, *Work Engagement*, *Work Motivation*, dan *Employee Performance*. Jenis penelitian yang dilakukan adalah penelitian kuantitatif. Data pada penelitian dikumpulkan dengan metode kuesioner melalui skor skala likert, 5 pilihan. Objek pada penelitian ini adalah PT.XYZ. Teknik sampling pada penelitian ini menggunakan *purposive sampling*, dikarenakan penelitian ini membutuhkan responden yang mampu memenuhi kriteria berikut ini yakni, karyawan tetap di PT.XYZ bekerja minimal selama 2 tahun, dan merupakan karyawan non-manajerial di perusahaan. Responden dalam penelitian ini sejumlah 190 orang. Pengolahan data pada penelitian ini menggunakan metode analisis data *Structural Equation Modeling (SEM) – Partial Least Squares (PLS)*, dan pengolahan data menggunakan software SmartPLS 4 melalui jalur pengujian *two-tailed*. Hasil pada penelitian memperlihatkan bahwa *Transformational Leadership* berpengaruh terhadap *Work Engagement*, *Transformational Leadership* berpengaruh terhadap *Work Motivation*, *Transformational Leadership* tidak berpengaruh terhadap *Employee Performance*, *Work Engagement* berpengaruh terhadap *Employee Performance*, *Work Motivation* berpengaruh terhadap *Employee Performance*, *Work Engagement* memediasi pengaruh antara *Transformational Leadership* dengan *Employee Performance*, dan *Work Motivation* memediasi pengaruh antara *Transformational Leadership* dengan *Employee Performance*.

Kata Kunci : *Transformational Leadership*, *Work Engagement*, *Work Motivation*, *Employee Performance*

ABSTRACT

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THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE MEDIATED BY WORK ENGAGEMENT AND WORK MOTIVATION IN COMPANY XYZ

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(XIV + 118 Pages; 9 Pictures; 18 Tables; 6 Attachments)

This research aims to determine the influence between Transformational Leadership, Work Engagement, Work Motivation, and Employee Performance. The type of research carried out is quantitative research. Data in the study were collected using a questionnaire method using a Likert scale score, 5 options. The object of this research is PT.XYZ. The sampling technique in this research uses purposive sampling, because this research requires respondents who are able to meet the following criteria, namely, permanent employees at PT.XYZ, that have been working in the company for at least 2 years. Respondents in the actual research had 190 respondents. Data processing in this research uses the Structural Equation Modeling (SEM) - Partial Least Squares (PLS) data analysis method, and data processing uses SmartPLS 4 software via a two-tailed testing route. The results of the research show that Transformational Leadership has an effect on Work Engagement, Transformational Leadership has an effect on Work Motivation, Transformational Leadership has no effect on Employee Performance, Work Engagement has an effect on Employee Performance, Work Motivation has an effect on Employee Performance, Work Engagement mediates the effect of Transformational Leadership with Employee Performance, and Work Motivation mediates the influence between Transformational Leadership and Employee Performance.

Keywords: Transformational Leadership, Work Engagement, Work Motivation, Employee Performance