

## ABSTRAK

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**PENGARUH *TRANSFORMATIONAL LEADERSHIP*, *MOTIVATION*, *CAREER DEVELOPMENT* DAN *WORK ENVIRONMENT* TERHADAP *EMPLOYEE PERFORMANCE* MELALUI *JOB SATISFACTION* SEBAGAI VARIABEL MEDIASI DI BUMN XYZ TAHUNA**

(xvii + 145 halaman; 32 tabel; 18 gambar; 12 lampiran)

BUMN XYZ adalah BUMN yang bekerja di bidang ketenagalistrikan. Sebagai penyedia listrik di Indonesia, yang memberikan layanan kelistrikan terbaik kepada masyarakat, BUMN XYZ memiliki jaringan usaha yang luas di seluruh Indonesia, salah satu Unit usahanya adalah BUMN XYZ Tahuna yang berada di Kabupaten Kepulauan Sangihe, Provinsi Sulawesi Utara. *Key Performance Indicator* (KPI) berfungsi untuk mendefinisikan dan mengukur tujuan organisasi, yang merupakan elemen fundamental bagi setiap organisasi yang berkelanjutan serta keberhasilan perusahaan manapun. Dalam suatu perusahaan seperti BUMN XYZ Tahuna, penting untuk meningkatkan *Job Satisfaction* pada karyawan dengan tujuan agar *Employee Performance* dapat meningkat. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *Transformational Leadership*, *Motivation*, *Career Development* dan *Work Environment* terhadap *Employee Performance* dengan *Job Satisfaction* sebagai mediasi. Untuk mendapatkan data kuantitatif melalui kuesioner yang disebar secara *online*, digunakanlah metode *cross sectional*.

Kuesioner telah dimodifikasi berdasarkan pertanyaan yang terdapat dalam literatur sebelumnya. Semua data demografis diperoleh dari 108 pegawai BUMN XYZ Tahuna, yang telah bekerja selama minimal satu tahun. Data yang diperoleh akan dianalisis menggunakan *software* SmartPLS. Hasil dari penelitian menunjukkan bahwa adanya hubungan positif antara *Transformational Leadership*, *Motivation*, *Career Development*, *Work Environment* dan *Job Satisfaction* terhadap *Employee Performance*. Tetapi *Transformational Leadership* dan *Work Environment* tidak menunjukkan hubungan yang signifikan baik secara langsung dengan *Job Satisfaction* maupun hubungan dengan *Employee Performance* walau sudah dimediasi oleh *Job Satisfaction*. Penelitian ini menghasilkan implikasi manajerial yang dapat membantu BUMN XYZ Tahuna dalam meningkatkan *Employee Performance*. Penelitian ini memiliki sejumlah keterbatasan, yang diikuti dengan saran untuk penelitian di masa mendatang.

Kata Kunci : *Transformational Leadership*, *Motivation*, *Career Development*,  
*Work Environment*, *Job Satisfaction*, *Employee Performance*.

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## **ABSTRACT**

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***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, MOTIVATION, CAREER DEVELOPMENT AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AS A MEDIATING VARIABLE AT BUMN XYZ TAHUNA***

*(xvii + 145 pages; 32 tables; 18 figures; 12 appendices)*

*BUMN XYZ is a state-owned enterprise that operates in the field of electricity. As the electricity provider in Indonesia, which offers the best electrical services to the community, BUMN XYZ has an extensive business network throughout Indonesia. One of its business units is BUMN XYZ Tahuna, located in the Sangihe Islands Regency, North Sulawesi Province. Key Performance Indicator (KPI) serves to define and measure organizational goals, which are fundamental elements for any sustainable organization and the success of any company. In a company like BUMN XYZ Tahuna, it is important to enhance job satisfaction among employees with the aim of improving employee performance. This research aims to investigate the impact of transformational leadership, motivation, career development, and work environment on employee performance, using job satisfaction as a mediator. We used the cross-sectional method to obtain quantitative data through an online questionnaire.*

*We modified the questionnaire based on questions from previous literature. We obtained all demographic data from 108 employees of BUMN XYZ Tahuna who had worked for at least one year. The data obtained will be analyzed using SmartPLS software. The study's results demonstrate a positive correlation between transformational leadership, motivation, career development, work environment, and job satisfaction with employee performance. However, transformational leadership and work environment do not show a significant relationship, either directly or with employee performance, even when mediated by job satisfaction. This research yields managerial implications that can assist BUMN XYZ Tahuna in improving employee performance. This research has several limitations, followed by suggestions for future research.*

*Keywords : Transformational Leadership, Motivation, Career Development, Work Environment, Job Satisfaction, Employee Performanc.*

*References : 61 (2006-2024)*