

ABSTRACT

Lastrianna Tampubolon (02619230050)

“PENGARUH *INCLUSIVE LEADERSHIP*, *EMPLOYEE WELL-BEING*, *CORPORATE CULTURE*, DAN *AFFECTIVE COMMITMENT* TERHADAP *INTRINSIC MOTIVATION* DAN *EMPLOYEE PERFORMANCE* PADA KARYAWAN PT. XYZ MEDAN”

(xiv + 172 pages, 25 tables, 5 figure, 5 appendices)

Employee performance is important to achieve the Company's vision & mission. This research examines the influence of inclusive leadership on employee performance at PT XYZ Medan, by considering mediating variables such as employee welfare, company culture, affective commitment and intrinsic motivation. This research uses a quantitative method of data collection by filling out questionnaires by 180 respondents. Data was measured using a Likert scale, then analyzed using the Partial Least Square-Structural Model (PLS-SEM). The research results show that most of the variables have a positive and significant influence, except that the influence of employee welfare on employee performance, employee welfare on employee performance, and inclusive leadership on employee performance which is mediated by affective commitment is not significant. The importance of a strong company culture and *inclusive* leadership in creating a supportive work environment, increasing employee engagement, and driving organizational performance. It is hoped that the research results can strengthen human resource management, especially in maximizing intrinsic motivation and employee performance. The theoretical and practical implications of this research offer new insights for the development of organizational behavior theory and human resource management (HRM) practice.

Keywords: Inclusive leadership, corporate culture, employee well-being, affective commitment, intrinsic motivation, employee performance

References: 46 (2019 -2024)

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(xiv + 172 halaman, 25 tabel, 5 gambar, 5 lampiran)

Kinerja karyawan menjadi hal penting bagi untuk mencapai visi & misi Perusahaan. Penelitian ini mengkaji pengaruh kepemimpinan inklusif terhadap kinerja karyawan di PT XYZ Medan, dengan mempertimbangkan variabel mediasi seperti kesejahteraan karyawan, budaya perusahaan, komitmen afektif, dan motivasi intrinsik. Penelitian ini menggunakan metode kuantitatif pengumpulan data dilakukan melalui pengisian kuesioner oleh 180 responden. Data diukur menggunakan skala likert, kemudian dianalisis melalui *Partial Least Square-Structural Model* (PLS-SEM). Hasil penelitian menunjukkan bahwa sebagian besar variabel memiliki pengaruh positif dan signifikan, kecuali pengaruh kesejahteraan karyawan terhadap kinerja karyawan, kesejahteraan karyawan terhadap performa karyawan, serta kepemimpinan inklusif terhadap kinerja karyawan yang di mediasi komitmen afektif tidak signifikan. Pentingnya budaya perusahaan yang kuat dan kepemimpinan inklusif dalam menciptakan lingkungan kerja yang mendukung, meningkatkan keterlibatan karyawan, dan mendorong kinerja organisasi. Hasil penelitian diharapkan dapat memberikan memperkuat manajemen sumber daya manusia, terutama dalam memaksimalkan motivasi intrinsik dan kinerja karyawan. Implikasi teoretis dan praktis dari penelitian ini menawarkan wawasan baru bagi pengembangan teori perilaku organisasi dan praktik manajemen sumber daya manusia (SDM).

Kata Kunci: *Kepemimpinan inklusif, budaya perusahaan, kesejahteraan karyawan, komitmen afektif, motivasi intrinsik, kinerja karyawan*

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