

ABSTRACT

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THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, EMPLOYEE CREATIVITY, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE MEDIATED BY ORGANISATIONAL CULTURE AT XYZ MANADO SCHOOL

(xv + 94 pages: 27 figures; 19 tables; 10 appendices)

This research was conducted to analyze the influence of transformational leadership, employee creativity, employee motivation, on employee performance mediated by organization culture. The object of this research is employee performance, the performance of employees has not yet reached the school's expectations. This research uses a quantitative approach using total sampling at XYZ School Manado. The employees who fill out the questionnaire are 62 respondents. This research data used structural equation modeling analysis - partial least squares (PLS-SEM) and measured using the Smart-PLS software. The inner model measurement results in this study indicate that (1) transformational leadership has a positive effect on organization culture; (2) transformational leadership has no effect on employee performance; (3) organization culture has no effect on employee performance; (4) employee creativity has a positive effect on employee performance; (5) employee motivation has a positive effect on employee performance; (6) transformational leadership has no effect on employee performance mediated by organization culture.

Keywords: transformational leadership, employee creativity, employee motivation, organization culture dan employee performance.

References: 54(1998-2024)



ABSTRAK

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PENGARUH *TRANSFORMATIONAL LEADERSHIP*, *EMPLOYEE CREATIVITY*, DAN *EMPLOYEE MOTIVATION* TERHADAP *EMPLOYEE PERFORMANCE* DIMEDIASI OLEH *ORGANIZATION CULTURE* PADA SEKOLAH XYZ MANADO

(xv + 94 halaman: 27 gambar; 19 tabel; 10 lampiran)

Penelitian ini dilakukan untuk mengukur pengaruh *transformational leadership*, *employee creativity*, *employee motivation*, terhadap *employee performance* dimediasi oleh *organization culture*. Objek penelitian ini adalah *employee performance*, kinerja karyawan belum mencapai prestasi dan *achievement* yang diharapkan sekolah. Data penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan total *sampling* yang ada di Sekolah XYZ Manado. Karyawan yang mengisi kuesioner sebanyak 62 responden. Data penelitian menggunakan analisis *partial least squares – structural equation modeling* (PLS-SEM) kemudian diukur menggunakan aplikasi SmartPLS. Hasil pengukuran *inner model* pada penelitian ini, bahwa (1) *transformational leadership* berpengaruh positif terhadap *organization culture*; (2) *transformational leadership* tidak berpengaruh terhadap *employee performance*; (3) *organization culture* tidak berpengaruh terhadap *employee performance*; (4) *employee creativity* memiliki pengaruh positif terhadap *employee performance*; (5) *employee motivation* memiliki pengaruh positif terhadap *employee performance*; (6) *transformational leadership* tidak berpengaruh terhadap *employee performance* dimediasi oleh *organization culture*.

Kata kunci: *transformational leadership*, *employee creativity*, *employee motivation*, *organization culture* dan *employee performance*.

Referensi: 54 (1998-2024)