

ABSTRAK

Bintang Kusuma Bangsa, 20182112040, Magister Manajemen, Sekolah Tinggi Ilmu Ekonomi Indonesia Banking School, *Analisis Pengaruh Kepemimpinan Transformasional, Motivasi Bekerja & Budaya Organisasi Terhadap Kinerja Pegawai PT ABC*

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional, motivasi bekerja dan budaya organisasi terhadap kinerja Pegawai PT ABC. Dalam rangka meminimalisasi penyebaran virus COVID-19 di lingkungan pekerjaan serta mematuhi protokol kesehatan yang berlaku, pengambilan data primer diperoleh dengan menggunakan kuesioner online via Google Formulir yang disebar pada bulan Desember 2020. Penelitian ini menggunakan teknik analisis data SEM dengan jenis *Partial Least Squares* (PLS-SEM) serta jumlah responden yang berpartisipasi sebanyak 42 responden yang adalah Pegawai PT ABC. Berdasarkan hasil penelitian diperoleh bahwa motivasi bekerja berpengaruh signifikan terhadap kinerja pegawai PT ABC dengan nilai $P\text{-Value} = 0,000 < 0,05$, sedangkan motivasi bekerja dan budaya organisasi tidak berpengaruh terhadap kinerja pegawai PT ABC dengan nilai $P\text{-Value}$ masing-masing sebesar 0,470 dan 0,275, dimana kedua nilai tersebut $> 0,05$.

Kata Kunci: Kepemimpinan Transformasional, Motivasi Bekerja, Budaya Organisasi dan Kinerja Pegawai



ABSTRACT

Bintang Kusuma Bangsa, 20182112040, Magister Management, Indonesia Banking School of Institute Economic Science, *Analysis of the Influence of Transformational Leadership, Work Motivation & Organizational Culture on Employee Performance of PT ABC*

This study aims to determine the effect of transformational leadership, work motivation and organizational culture on the performance of PT ABC employees. In order to minimize the spread of the COVID-19 virus in the work environment and comply with applicable health protocols, primary data collection was obtained using an online questionnaire via Google Form which was distributed in December 2020. This study used SEM data analysis techniques with the type of Partial Least Squares (PLS-SEM) and the number of respondents who participated was 42 respondents who were employees of PT ABC. Based on the results of the study, it was found that work motivation had a significant effect on the performance of PT ABC employees with a $P\text{-Value} = 0.000 < 0.05$, while work motivation and organizational culture had no effect on the performance of PT ABC employees with a $P\text{-Value}$ of 0.470 and respectively. 0.275, where both values are > 0.05 .

Keywords: Transformational Leadership, Work Motivation, Organizational Culture and Employee Performance