

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND EMPLOYEE COMPETENCY ON EMPLOYEE PERFORMANCE WITH INTRINSIC MOTIVATION AS A MEDIATION VARIABLE IN KPPBC LHOKSEUMAWE, ACEH PROVINCE

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This research examines the influence of transformational leadership and employee competence on employee performance, as well as testing the mediating effect of intrinsic motivation variables. The sample in this study was 120 employees at Customs and Excises Lhokseumawe and Aceh. The analytical tool used is path analysis using the SEM (Structural Equation Modeling) method using Amos. The results of the research show that each transformational leadership and employee competence variable has a positive and significant effect on intrinsic motivation and employee performance and the intrinsic motivation variable mediates transformational leadership with the employee performance variable partially mediating and the intrinsic motivation variable mediates employee competence with the employee performance variable with partially partial mediation

Keywords: Transformational leadership, employee competence, intrinsic motivation and employee performance

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN KOMPETENSI PEGAWAI TERHADAP KINERJA PEGAWAI DENGAN MOTIVASI INTRINSIK SEBAGAI VARIABEL MEDIASI PADA KPPBC LHOKSEMAUWE DI PROPINSI ACEH

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Penelitian ini menguji pengaruh kepemimpinan transformasional dan kompetensi pegawai terhadap kinerja pegawai, serta menguji pengaruh mediasi variabel motivasi intrinsik. Sampel dalam penelitian ini adalah pegawai Bea dan Cukai Lhokseumawe dan Aceh yang berjumlah 120 orang. Alat analisis yang digunakan adalah analisis jalur dengan metode SEM (Structural Equation Modeling) menggunakan Amos. Hasil penelitian menunjukkan bahwa masing-masing variabel kepemimpinan transformasional dan kompetensi pegawai berpengaruh positif dan signifikan terhadap motivasi intrinsik dan kinerja pegawai serta variabel motivasi intrinsik memediasi kepemimpinan transformasional dengan variabel kinerja pegawai memediasi secara parsial dan variabel motivasi intrinsik memediasi kompetensi pegawai dengan kompetensi pegawai. variabel kinerja pegawai dengan mediasi parsial

Kata Kunci: Kepemimpinan Transformasional, Kompetensi Pegawai, Motivasi Intrinsik dan Kinerja Pegawai
