

## ABSTRAK

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Program Studi : Program Magister Ilmu Manajemen  
Judul : PERAN MEDIASI MOTIVASI KERJA DALAM HUBUNGAN KOMPETENSI, KEPEMIMPINAN TRANSFORMASIONAL, DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI SATPOL PP DAN WH KOTA LHOKEUMAWA

Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, kepemimpinan transformasional, dan budaya organisasi terhadap kinerja pegawai, dengan motivasi kerja sebagai variabel mediasi. Penelitian ini dilakukan pada Satuan Polisi Pamong Praja dan Wilayatul Hisbah (Satpol PP dan WH) Kota Lhokseumawe. Metode penelitian menggunakan pendekatan kuantitatif dengan sampel sebanyak 186 responden yang ditentukan melalui rumus Slovin dan teknik *simple random sampling*. Pengumpulan data dilakukan melalui kuesioner dan dianalisis menggunakan metode *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) dengan perangkat lunak SmartPLS 4.0. Hasil penelitian menunjukkan bahwa kompetensi, kepemimpinan transformasional, dan budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja. Selain itu, kompetensi, kepemimpinan transformasional, budaya organisasi, dan motivasi kerja juga berpengaruh positif dan signifikan terhadap kinerja pegawai. Temuan utama penelitian ini adalah motivasi kerja terbukti memediasi secara parsial pengaruh kompetensi, kepemimpinan transformasional, dan budaya organisasi terhadap kinerja pegawai. Dengan demikian, peningkatan kinerja pegawai memerlukan penguatan kompetensi, kepemimpinan transformasional, dan budaya organisasi secara terpadu, dengan motivasi kerja sebagai mekanisme psikologis yang memperkuat pengaruh ketiga variabel tersebut.

**Kata Kunci:** Kompetensi, Kepemimpinan Transformasional, Budaya Organisasi, Motivasi Kerja, Kinerja Pegawai

## **ABSTRACT**

*Name* : TEUKU RULLY  
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*Title* : THE ROLE OF WORK MOTIVATION MEDIATION IN  
COMPETENCY RELATIONSHIPS,  
TRANSFORMATIONAL LEADERSHIP, AND  
ORGANIZATIONAL CULTURE ON THE  
PERFORMANCE OF SATPOL PP AND WH  
EMPLOYEES OF LHOKSEUMAWA CITY

*This study aims to analyze the influence of competence, transformational leadership, and organizational culture on employee performance, with work motivation as a mediating variable. This research was conducted at the Pamong Praja and Wilayatul Hisbah Police Unit (Satpol PP and WH) of Lhokseumawe City. The research method uses a quantitative approach with a sample of 186 respondents determined through the Slovin formula and simple random sampling techniques. Data collection was carried out through a questionnaire and analyzed using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method with SmartPLS 4.0 software. The results of the study show that competence, transformational leadership, and organizational culture have a positive and significant effect on work motivation. In addition, competence, transformational leadership, organizational culture, and work motivation also have a positive and significant effect on employee performance. The main finding of this study is that work motivation is proven to partially mediate the influence of competence, transformational leadership, and organizational culture on employee performance. Thus, improving employee performance requires strengthening competencies, transformational leadership, and organizational culture in an integrated manner, with work motivation as a psychological mechanism that strengthens the influence of these three variables.*

**Keywords:** *Competence, Transformational Leadership, Organizational Culture, Work Motivation, Employee Performance*