ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional terhadap inovasi dan kinerja karyawan yang dimediasi oleh *Leader–Member Exchange* (LMX) pada PT. Aceh Mandiri Utama. Penelitian ini menggunakan desain eksplanatori dengan pendekatan kuantitatif. Populasi penelitian adalah seluruh karyawan aktif PT. Aceh Mandiri Utama pada empat cabang operasional di Kota Lhokseumawe dan Kabupaten Aceh Utara, dengan teknik penentuan sampel berupa total sampling (sensus) sehingga diperoleh 109 responden. Data dikumpulkan melalui kuesioner berskala *Likert* lima tingkat dan dianalisis menggunakan metode *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan bantuan perangkat lunak SmartPLS 4, meliputi evaluasi model pengukuran (*outer model*), model struktural (*inner model*), dan pengujian hipotesis melalui prosedur *bootstrapping*. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap inovasi, kinerja karyawan, maupun kualitas *Leader–Member Exchange*. *Leader–Member Exchange* juga terbukti berpengaruh positif dan signifikan terhadap inovasi dan kinerja karyawan. Selain itu, *Leader–Member Exchange* berperan sebagai mediator parsial dalam hubungan antara kepemimpinan transformasional dengan inovasi maupun kinerja karyawan, yang berarti kepemimpinan transformasional memengaruhi inovasi dan kinerja karyawan baik secara langsung maupun melalui peningkatan kualitas hubungan pemimpin-bawahan. Temuan ini menegaskan bahwa efektivitas kepemimpinan transformasional akan semakin optimal apabila diikuti dengan terciptanya hubungan kerja yang berkualitas antara pemimpin dan karyawan. Penelitian ini memberikan kontribusi teoretis bagi pengembangan ilmu manajemen sumber daya manusia serta kontribusi praktis bagi manajemen PT. Aceh Mandiri Utama dalam merancang strategi kepemimpinan yang mampu mendorong inovasi dan kinerja karyawan secara berkelanjutan.

Kata kunci: Kepemimpinan Transformasional, Leader-Member Exchange, Inovasi, Kinerja Karyawan

ABSTRACT

This study aims to analyze the effect of transformational leadership on employee innovation and performance as mediated by Leader–Member Exchange (LMX) at PT. Aceh Mandiri Utama. This research employs an explanatory design with a quantitative approach. The population consists of all active employees of PT. Aceh Mandiri Utama across four operational branches in Lhokseumawe City and North Aceh Regency, with a total sampling (census) technique resulting in 109 respondents. Data were collected through a five-point Likert-scale questionnaire and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4 software, covering the evaluation of the measurement model (outer model), structural model (inner model), and hypothesis testing through a bootstrapping procedure. The results show that transformational leadership has a positive and significant effect on innovation, employee performance, and the quality of Leader–Member Exchange. Leader–Member Exchange is also proven to have a positive and significant effect on innovation and employee performance. Furthermore, Leader–Member Exchange acts as a partial mediator in the relationship between transformational leadership and both innovation and employee performance, indicating that transformational leadership influences innovation and employee performance both directly and through the enhancement of leader-member relationship quality. These findings confirm that the effectiveness of transformational leadership becomes more optimal when accompanied by the establishment of a high-quality working relationship between leaders and employees. This study contributes theoretically to the development of human resource management science and practically to the management of PT. Aceh Mandiri Utama in designing leadership strategies that sustainably drive employee innovation and performance.

Keywords: *Transformational Leadership, Leader-Member Exchange, Innovation, Employee Performance*