ABSTRAK

Kinerja pegawai merupakan faktor penting dalam mendukung efektivitas organisasi publik. Penelitian ini bertujuan menganalisis pengaruh kepemimpinan transformasional, disiplin kerja, dan lingkungan kerja terhadap kinerja pegawai pada Kantor BAPPEDA Kota Lhokseumawe. Penelitian menggunakan pendekatan kuantitatif dengan data primer yang diperoleh melalui kuesioner kepada 62 pegawai menggunakan teknik sampling jenuh. Analisis data dilakukan dengan regresi linear berganda, uji t, dan uji F. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja pegawai ($\beta = 0{,}338$; $p < 0{,}001$), disiplin kerja berpengaruh positif dan signifikan ($\beta = 0{,}162$; $p = 0{,}028$), serta lingkungan kerja berpengaruh positif dan signifikan ($\beta = 0{,}410$; $p < 0{,}001$). Secara simultan, ketiga variabel berpengaruh signifikan terhadap kinerja pegawai dengan nilai F sebesar 24,439 dan R^2 sebesar 0,558. Lingkungan kerja menjadi variabel yang paling dominan dalam memengaruhi kinerja pegawai. Temuan ini menunjukkan bahwa peningkatan kualitas lingkungan kerja, kepemimpinan transformasional, dan disiplin kerja dapat mendukung peningkatan kinerja pegawai pada organisasi publik.

Kata kunci: Kepemimpinan Transformasional, Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai.

ABSTRACT

Employee performance is an important factor in supporting the effectiveness of public organizations. This study aims to analyze the effects of transformational leadership, work discipline, and work environment on employee performance at the Regional Development Planning Agency (BAPPEDA) of Lhokseumawe City. A quantitative approach was employed using primary data collected through questionnaires from 62 employees with a saturated sampling technique. Data were analyzed using multiple linear regression, t-tests, and an F-test. The results show that transformational leadership has a positive and significant effect on employee performance ($\beta = 0.338$; $p < 0.001$), work discipline has a positive and significant effect ($\beta = 0.162$; $p = 0.028$), and work environment also has a positive and significant effect ($\beta = 0.410$; $p < 0.001$). Simultaneously, the three variables significantly affect employee performance, with an F-value of 24.439 and an R^2 of 0.558. The work environment is identified as the most dominant variable influencing employee performance. These findings indicate that improving the work environment, transformational leadership, and work discipline can enhance employee performance in public organizations.

Keywords*: transformational leadership; work discipline; work environment; employee performance.*