

ABSTRAK

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Judul : PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DINAS SOSIAL KOTA BINJAI DENGAN KOMITMEN ORGANISASIONAL SEBAGAI VARIABEL INTERVENING

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional dan motivasi kerja terhadap kinerja pegawai dengan komitmen organisasional Dinas Sosial Kota Binjai. Data yang digunakan dalam penelitian ini adalah data primer dengan menyebarkan kuesioner, adapun teknik penentuan sampel yaitu diperoleh secara langsung dari responden. Maka sampel dalam penelitian berjumlah sebanyak 58. Metode analisis yang digunakan adalah metode kuantitatif dengan model penelitian *Structural Equation Modeling* (SEM). Hasil penelitian menyimpulkan bahwa (1) gaya kepemimpinan transformasional tidak berpengaruh signifikan terhadap kinerja pegawai di Dinas Sosial Kota Binjai (2) motivasi kerja memiliki pengaruh signifikan terhadap kinerja pegawai (3) gaya kepemimpinan transformasional juga tidak berpengaruh signifikan terhadap komitmen organisasional (4) motivasi kerja terbukti berpengaruh signifikan terhadap komitmen organisasional (5) komitmen organisasional berpengaruh signifikan terhadap kinerja pegawai (6) komitmen organisasional tidak memediasi hubungan antara gaya kepemimpinan transformasional dan kinerja pegawai secara signifikan (7) komitmen organisasional memediasi hubungan antara motivasi kerja dan kinerja pegawai secara signifikan. Kesimpulan ini menegaskan bahwa motivasi kerja dan komitmen organisasional merupakan faktor penting yang mempengaruhi peningkatan kinerja pegawai di Dinas Sosial Kota Binjai. Gaya kepemimpinan transformasional tidak menunjukkan pengaruh yang signifikan terhadap kinerja maupun komitmen organisasional, sementara motivasi kerja terbukti meningkatkan kinerja dan komitmen pegawai. Komitmen organisasional juga memediasi hubungan antara motivasi kerja dan kinerja pegawai. Hal ini memberi makna bahwa komitmen organisasional sepenuhnya menjadi perantara pengaruh motivasi kerja terhadap kinerja pegawai, yang sebelumnya tidak terpengaruh secara langsung oleh motivasi kerja tanpa komitmen organisasional sebagai mediator.

Kata Kunci : Gaya Kepemimpinan Transformasional, Motivasi Kerja, Kinerja Pegawai dan Komitmen Organisasional

ABSTRACT

Name : AFRIDA DINARINTA SITEPU
Study Program : Graduate Program in Management Science
Title : **THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEES IN THE SOCIAL SERVICE OF BINJAI CITY WITH ORGANIZATIONAL COMMITMENT AS AN INTERVENING VARIABLE.**

This research aims to determine the effects of transformational leadership style and work motivation on employee performance, with organizational commitment as a mediating variable, at the Social Service Office of Binjai City. This study uses primary data collected through questionnaires, with a sampling technique involving direct engagement with respondents. The sample size for this study consists of 58 participants. The analysis method employed is a quantitative approach using Structural Equation Modeling (SEM). The findings indicate that (1) transformational leadership style does not significantly affect employee performance at the Social Service Office of Binjai City; (2) work motivation has a significant positive effect on employee performance; (3) transformational leadership style does not significantly influence organizational commitment; (4) work motivation significantly impacts organizational commitment; (5) organizational commitment significantly affects employee performance; (6) organizational commitment does not significantly mediate the relationship between transformational leadership style and employee performance; and (7) organizational commitment significantly mediates the relationship between work motivation and employee performance. These conclusions underscore the importance of work motivation and organizational commitment as key factors influencing the enhancement of employee performance at the Social Service Office of Binjai City. The transformational leadership style does not demonstrate a significant effect on either performance or organizational commitment, while work motivation is shown to improve both performance and commitment. Additionally, organizational commitment acts as a mediator in the relationship between work motivation and employee performance, indicating that the effect of work motivation on performance is fully mediated by organizational commitment, which does not exert a direct impact on performance without serving as a mediator.

Keywords : **Transformational Leadership Style, Work Motivation, Employee Performance and Organizational Commitment**