

INTISARI

Penelitian ini membahas tentang pengaruh gaya kepemimpinan transaksional dan budaya organisasi terhadap kinerja karyawan di Unit Pelaksana Teknis Dinas Pendapatan Provinsi Jawa Timur Surabaya Timur. Teknik pengambilan sampel yang digunakan dengan *sampling jenuh*. Populasi yang digunakan dalam penelitian ini adalah karyawan yang bekerja di Unit Pelaksana Teknis Dinas Pendapatan Provinsi Jawa Timur Surabaya Timur sebesar 48 responden. Jumlah sampel sebesar 48 responden. Teknik analisis data yang digunakan adalah analisis regresi linier berganda yang bertujuan untuk menghitung besarnya koefisien regresi guna menunjukkan besarnya pengaruh gaya kepemimpinan transaksional dan budaya organisasi terhadap kinerja karyawan di Unit Pelaksana Teknis Dinas Pendapatan Provinsi Jawa Timur Surabaya Timur. Hasil pengujian regresi linier berganda menunjukkan bahwa variabel bebas gaya kepemimpinan transaksional dan budaya adalah bertanda positif, yang berarti variabel bebas yang digunakan dalam penelitian mempunyai hubungan yang searah dengan variabel terikatnya. Sementara gaya kepemimpinan transaksional adalah variabel yang berpengaruh dominan terhadap kinerja karyawan di Unit Pelaksana Teknis Dinas Pendapatan Provinsi Jawa Timur Surabaya Timur.

Kata Kunci: Gaya Kepemimpinan Transaksional, Budaya Organisasi dan Kinerja Karyawan.

ABSTRACT

This research studies about the influence of transactional leadership style and organization culture to the performance of the employees at the Technical Implementation Unit of East Java Provincial Revenue Office of East Surabaya. The sample collection technique has been done by using saturated sampling. The population is all employees who work at Technical Implementation Unit of East Java Provincial Revenue Office of East Surabaya and the samples are 48 respondents. The data analysis technique has been done by using multiple linear regressions which is meant to calculate the amount of coefficient regressions in order to describe the amount of regression coefficient in order to describe the great influence of transactional leadership style and organization culture to the performance of employees at Technical Implementation Unit of East Java Provincial Revenue Office of East Surabaya. The result of multiple linear regressions test shows that the independent variable of transactional leadership style and organization culture has positive sign which means that the independent variable which has been applied in this research has unidirectional correlation with its dependent variable. Meanwhile, the transactional leadership style is the variable which has dominant influence to the performance of the employees of the Technical Implementation Unit of East Java Provincial Revenue Office of East Surabaya.

Keywords: *Transactional Leadership Style, Organization Culture, and Performance of Employees.*