

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mengetahui pengaruh kepemimpinan transformasional dan komitmen organisasi terhadap motivasi kerja dan kinerja karyawan pada PT Prana Argentum Corporation.

Penelitian ini menggunakan jenis kuantitatif dengan metode pendekatan deskriptif. Sampel penelitian ini didapat dengan menggunakan teknik pengambilan sampel *purposive sampling*. Sampel yang digunakan sejumlah 50 responden. Metode analisis yang digunakan adalah *Partial Least Square (PLS)* dengan menggunakan program *SmartPLS 3.0*.

Hasil penelitian ini menunjukkan bahwa kepemimpinan transformasional dan komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan, kepemimpinan transformasional dan komitmen organisasi berpengaruh signifikan terhadap motivasi kerja, motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan melalui motivasi kerja, komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan melalui motivasi kerja.

Kata Kunci: Kepemimpinan Transformasional, Komitmen Organisasi, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

This research aimed to analyze and find out the effect of transformational leadership and organizational commitment on work motivation and employees' performance at PT. Prana Argentim Corporation. Moreover, the research was descriptive-quantitative. The data collection technique used purposive sampling. In line with that, there were 50 respondents as the sample. Furthermore, the data analysis technique used Partial Least Square (PLS) with SmartPLS 3.0. The result concluded that both transformational leadership and organizational commitment had a significant effect on the employees' performance at PT. Prana Argentim Corporation. Additionally, both transformational leadership and organizational commitment had a significant effect on the work motivation at PT. Prana Argentim Corporation. In addition, work motivation had a significant effect on the employees' performance at PT. Prana Argentim Corporation. Likewise, transformational leadership had a significant effect on employees' performance through work motivation. Similarly, organizational commitment had a significant effect on employee' performance through work motivation.

Keywords: *Transformational Leadership, Organizational Commitment, Work Motivation, Employees' Performance*



