

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional terhadap kinerja pegawai, pengaruh disiplin kerja terhadap kinerja pegawai, dan budaya organisasi terhadap kinerja karyawan PT Transnational Solutions. Jenis penelitian ini menggunakan metode kuantitatif deskriptif.

Populasi penelitian ini terdiri dari 65 karyawan tetap PT Transnational Solution Surabaya. Teknik pengambilan sampel yang digunakan adalah non-probability sampling. Jumlah sampel yang digunakan adalah keseluruhan jumlah populasi yaitu 65 responden. Pengumpulan data kuesioner dilakukan melalui penyebaran kuesioner secara tidak langsung menggunakan Google Form. Metode analisis yang dilakukan menggunakan Metode Regresi Linier Berganda melalui Software Statistical Package for the Social Sciences (SPSS) versi 26.0.

Hasil yang diperoleh yaitu: kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan PT Transnational Solution Surabaya; disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Transnational Solution Surabaya; dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT Transnational Solution Surabaya. Berdasarkan ketiga hasil tersebut, dapat disimpulkan bahwa ketiga hipotesis telah benar dan dapat diterima.

Kata kunci: *Kepemimpinan Transformasional, Disiplin Kerja, Budaya Organisasi, Kinerja Karyawan*

ABSTRACT

This study aims to analyze the influence of transformational leadership on employee performance, the influence of work discipline on employee performance, and organizational culture on employee performance at PT Transnational Solutions. This type of research uses a descriptive quantitative method.

The population of this study consisted of 65 permanent employees of PT Transnational Solution Surabaya. The sampling technique used was non-probability sampling. The number of samples used was the entire population, namely 65 respondents. Questionnaire data collection was carried out through indirect distribution of questionnaires using Google Form. The analysis method used was the Multiple Linear Regression Method through the Statistical Package for the Social Sciences (SPSS) version 26.0 Software.

The results obtained were: transformational leadership had a positive and significant effect on employee performance at PT Transnational Solution Surabaya; work discipline had a positive and significant effect on employee performance at PT Transnational Solution Surabaya; and organizational culture had a positive and significant effect on employee performance at PT Transnational Solution Surabaya. Based on these three results, it can be concluded that the three hypotheses are correct and acceptable.

Keywords: Transformational Leadership, Work Discipline, Organizational Culture, Employee Performance