

ABSTRAK

Tesis, “Pengaruh Kompensasi, Komitmen Organisasional, Kepemimpinan Transformasional Terhadap Kinerja Pegawai Melalui Motivasi Kerja” (Studi pada Tenaga Pendidik di SIT Nurul ‘Ilmi Jambi), ditulis oleh Dewi Novitasari, NIM: P2A220022

Penelitian ini bertujuan untuk menganalisis kompensasi, komitmen organisasional, kepemimpinan transformasional terhadap kinerja pegawai melalui motivasi kerja. Penelitian ini dilakukan pada tenaga pendidik di SIT Nurul ‘Ilmi Jambi. Penelitian ini menggunakan data kuantitatif dan sumber data dalam penelitian ini adalah data primer yang diperoleh melalui penyebaran kuesioner dengan menggunakan link *google form*. Metode pengambilan sampel menggunakan metode *total sampling* yaitu berjumlah 221 responden. Pengumpulan data dilakukan dengan questioner dan pengolahan data dilakukan dengan analisis SEM *partial Least Square* serta uji hipotesis dengan menggunakan uji mediasi menurut Baron dan Kenny (1986).

Hasil penelitian membuktikan bahwa: kompensasi tidak berpengaruh signifikan terhadap kinerja pegawai, komitmen organisasional berpengaruh signifikan terhadap kinerja pegawai, kepemimpinan transformasional tidak berpengaruh signifikan terhadap kinerja pegawai, kompensasi berpengaruh signifikan terhadap motivasi kerja, komitmen organisasional berpengaruh signifikan terhadap motivasi kerja, kepemimpinan transformasional berpengaruh terhadap kinerja pegawai, variabel motivasi kerja berpengaruh signifikan dalam memediasi kompensasi, komitmen organisasional dan kepemimpinan transformasional terhadap kinerja pegawai

Kata kunci: Kompensasi, Komitmen Organisasional, Kepemimpinan Transformasional, Motivasi Kerja, Kinerja Pegawai.

ABSTRACT

Thesis, "The Effect of Compensation, Organizational Commitment, Transformational Leadership on Employee Performance Through Work Motivation" (Study on Educators at SIT Nurul 'Ilmi Jambi), written by Dewi Novitasari, NIM: P2A220022

This study aims to analyze compensation, organizational commitment, transformational leadership on employee performance through work motivation. This research was conducted on educators at SIT Nurul 'Ilmi Jambi. This study uses quantitative data and the source of data in this study is primary data obtained through distributing questionnaires using a google form link. The sampling method used the total sampling method, which amounted to 221 respondents. Data was collected using a questionnaire and data processing was carried out using SEM partial Least Square analysis and hypothesis testing using the mediation test according to Baron and Kenny (1986).

The results of the study prove that: compensation has no significant effect on employee performance, organizational commitment has a significant effect on employee performance, transformational leadership has no significant effect on employee performance, compensation has a significant effect on work motivation, organizational commitment has a significant effect on work motivation, transformational leadership has an effect on performance employees, work motivation variables have a significant effect in mediating compensation, organizational commitment and transformational leadership on employee performance

Keywords: Compensation, Organizational Commitment, Transformational Leadership, Work Motivation, Employee Performance.