

ABSTRAK

Penelitian ini bertujuan menganalisis Pengaruh Kepemimpinan Transformasional dan Transaksional terhadap Kinerja Pegawai dengan Work Engagement sebagai variabel intervening pada Dispora Provinsi Jambi. Populasi dalam penelitian ini adalah seluruh pegawai Dispora Provinsi Jambi. Teknik pengambilan sampel menggunakan metode sample jenuh. Penelitian ini merupakan penelitian deskriptif kuantitatif. Sampel dalam penelitian ini adalah 60 orang responden. Data dikumpulkan dengan metode kuesioner (angket). Analisis data dalam penelitian ini menggunakan pendekatan *Partial Least Square* (PLS). Hasil penelitian menunjukkan bahwa Kepemimpinan Transformasional dan Transaksional berpengaruh positif dan signifikan terhadap kinerja melalui *work engagement*. Yang artinya melalui *work engagement* berdampak baik bagi kinerja pegawai. Kepemimpinan Transformasional terhadap kinerja berpengaruh positif. Artinya dalam hal ini menjelaskan bahwa jika kepemimpinan Transformasional yang terlaksana dengan baik bagi suatu organisasi dapat berdampak baik untuk tercapainya kinerja dengan maksimal. Sedangkan untuk Kepemimpinan Transaksional terhadap kinerja berpengaruh negatif dan tidak signifikan. Artinya kepemimpinan transaksional tidak berpengaruh langsung terhadap kinerja, tetapi bisa saja dipengaruhi faktor lain seperti *work engagement*. *Work Engagement* mampu mengintervening antara kepemimpinan transformasional dan transaksional terhadap kinerja.

Kata Kunci: Kepemimpinan Transformasional, Kepemimpinan Transaksional, Work Engagement dan Kinerja

ABSTRACT

This study aims to analyze the influence of leadership on transformation and transactions on employee performance with work engagement as an intervening variable in the Jambi Province Dispora. The population in this study were all employees of the Jambi Province Dispora. The sampling technique used was the saturated sample method. This research is quantitative descriptive. The sample in this study were 60 respondents. Data were collected by using a questionnaire (questionnaire). Data analysis in this study used the Partial Least Square (PLS) approach. The results of the study indicate that Transformational and Transactional Leadership have a positive and significant effect on performance through work involvement. Which means that through work involvement has a good impact on employee performance. Transformational leadership on performance has a positive effect. This means that in this case it explains that if Transformational leadership is carried out well for an organization, it can have a good impact on achieving maximum performance. Meanwhile, Transactional Leadership has a negative and insignificant effect on performance. This means that transactional leadership does not directly affect performance factors, but can affect other things such as work engagement. Work Engagement is able to intervening between transformational and transactional leadership on performance.

Keywords: Transformational Leadership, Transactional Leadership, Work Engagement and Performance

