

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan gambaran kepemimpinan transformasional, kepemimpinan transaksional, komitmen organisasi dan kinerja karyawan, menganalisis pengaruh gaya kepemimpinan transformasional terhadap kinerja karyawan, menganalisis pengaruh gaya kepemimpinan transaksional terhadap kinerja karyawan, menganalisis pengaruh komitmen organisasi terhadap kinerja karyawan, menganalisis pengaruh kepemimpinan transformasional terhadap komitmen organisasi, menganalisis pengaruh kepemimpinan transaksional terhadap komitmen organisasi, menganalisis pengaruh kepemimpinan transformasional terhadap kinerja karyawan yang dimediasi oleh komitmen organisasi, menganalisis pengaruh kepemimpinan transaksional terhadap kinerja karyawan yang dimediasi oleh komitmen organisasi pada Kantor Pusat PT Perkebunan Nusantara VI. Penelitian ini menggunakan metode pengambilan sampel dengan rumus dari Yamane yaitu sebanyak 67 responden dari total populasi sebesar 206 karyawan. Pengumpulan data dilakukan dengan melakukan penyebaran kuesioner dengan skala *likert*, pengujian validitas, reliabilitas dan uji hipotesis. Metode analisis data yang digunakan yaitu alat bantu pengolahan data berupa *software* smartPLS 4.0 for Windows. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh negative dan tidak signifikan terhadap kinerja karyawan, kepemimpinan transaksional berpengaruh positif dan signifikan terhadap kinerja karyawan, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap komitmen organisasi, kepemimpinan transaksional berpengaruh positif dan signifikan terhadap komitmen organisasi, kepemimpinan transformasional berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui komitmen organisasi, dan kepemimpinan transaksional berpengaruh positif dan signifikan terhadap kinerja karyawan melalui komitmen organisasi. Oleh karena itu, disarankan kepada pimpinan di kantor pusat PT Perkebunan Nusantara VI untuk lebih sering melakukan pelatihan terhadap karyawan serta diharapkan dapat meningkatkan dan memperhatikan kesejahteraan para karyawan dengan memperhatikan system *reward* kerja, sehingga dapat tercipta komitmen karyawan yang baik. Dengan begitu hasil kerja yang dihasilkan oleh karyawan akan maksimal. Disarankan kepada karyawan untuk mengeluarkan potensi dan kemampuan yang dimiliki supaya menghasilkan pekerjaan yang maksimal.

Kata Kunci: *kepemimpinan transformasional, kepemimpinan transaksional, komitmen organisasi, kinerja karyawan*

ABSTRACT

The purpose of this research was describe the description of transformational leadership, transactional leadership, organizational commitment and employee's performance, to analyze the effect of transformational leadership style on employee's performance, to analyze the effect of transactional leadership style on employee's performance, to analyze the effect of organizational commitment on employee's performance, to analyze the effect of transformational leadership on organizational commitment, to analyze the effect of transformational leadership on employee's performance mediated by organizational commitment, to analyze the effect of transactional leadership on employee's performance mediated by organizational commitment at the headquarters of PT. Perkebunan Nusantara VI. This research was using a sampling method with formulas by Yamane, such as 67 respondents form 206 employees. Data collection was carried out by distributing questionnaires with a Likert scale, testing validity, reliability and hypothesis testing. Data analysis method had done by using so SmartPLS 4.0 software for windows. The results of the research showed that: transformational leadership gave a negative and not significant impact to employee's performances, transactional leadership gave a positive and significant impact to employee's performances, organization's commitment gave a positive and significant impact to employee's performances, transformational leadership gave a positive and significant impact to organization's commitment, transactional leadership gave a positive and significant impact to organization's commitment, transformational leadership gave a positive but not significant impact to employee's performance by organization's commitment; and transactional leadership gave a positive and significant impact to employee's performances by organization's commitment. Therefore, a suggestion was likely be given to the leaders at PT Perkebunan Nusantara VI to to conduct training more often employee's and are expected to improve and pay attention to the welfare of employee's by paying attention to the work reward system, so that good employee commitment can be created. That way the work produced by employees will be maximized. It is recommended that employee's are expected to bring out their potential and abilities in order to produce maximum work.

Keywords: *transformational leadership, transactional leadership, organization's commitment, employee's performance*