

**PENGARUH *MILLENNIAL LEADERSHIP* TERHADAP
KINERJA PEGAWAI MELALUI MOTIVASI KERJA
SEBAGAI VARIABEL INTERVENING PADA PEGAWAI
DINAS LINGKUNGAN HIDUP PROVINSI JAMBI**

ABSTRAK

Penelitian ini bertujuan untuk Untuk mengetahui gambaran umum kinerja Pegawai, *millennial leadership* dan motivasi, menguji pengaruh *millennial leadership* terhadap kinerja Pegawai pada Dinas Lingkungan Hidup Provinsi Jambi, pengaruh *millennial leadership* terhadap motivasi kerja pada Dinas Lingkungan Hidup Provinsi Jambi. pengaruh motivasi kerja terhadap kinerja Pegawai pada Dinas Lingkungan Hidup Provinsi Jambi. pengaruh *millennial leadership* terhadap kinerja Pegawai melalui motivasi kerja sebagai variabel intervening pada Dinas Lingkungan Hidup Provinsi Jambi. Populasi dalam penelitian ini adalah 34 karyawan bekerja pada Dinas Lingkungan Hidup Provinsi Jambi. Teknik analisis data pada penelitian ini menggunakan partial least square dengan menguji *outer model* dan *inner model*,

Hasil penelitian ini menunjukkan bahwa Karyawan di Dinas Lingkungan Hidup Provinsi Jambi menunjukkan tingkat kinerja, *millennial leadership*, dan motivasi kerja yang sangat tinggi. Mereka mampu melaksanakan tugas dengan baik, mencapai target, meningkatkan kemampuan, dan bekerja secara efektif sesuai prosedur. Kepemimpinan mereka mencerminkan adaptabilitas, kecerdasan, ketegasan, dan semangat yang tinggi. Motivasi kerja mereka didukung oleh faktor prestasi, penghargaan, hubungan antara hasil dan kerja, serta penghasilan. Secara keseluruhan, karyawan di instansi ini memiliki kompetensi dan motivasi yang optimal, menciptakan lingkungan kerja yang produktif dan berkinerja unggul. *Millennial Leadership* Tidak Berpengaruh Terhadap Kinerja Pegawai Dinas Lingkungan Hidup Provinsi Jambi *Millennial Leadership* Berpengaruh Terhadap Motivasi Kerja Karyawan Dinas Lingkungan Hidup Provinsi Jambi, Motivasi Kerja Berpengaruh Terhadap Kinerja Pegawai Dinas Lingkungan Hidup Provinsi Jambi, *Millennial Leadership* Berpengaruh Terhadap Kinerja Pegawai Melalui Motivasi Kerja Karyawan Dinas Lingkungan Hidup Provinsi Jambi. Dinas Lingkungan Hidup Provinsi Jambi sebaiknya mengembangkan program pelatihan khusus yang fokus pada pengalaman pengambilan keputusan dan manajemen konflik bagi pemimpin milenial, untuk meningkatkan efektivitas mereka dalam memimpin tim lintas generasi.

Kata Kunci: Kinerja Pegawai, *Millennial Leadership*, Motivasi Kerja

**THE INFLUENCE OF MILLENNIAL LEADERSHIP ON EMPLOYEE
PERFORMANCE THROUGH WORK MOTIVATION AS AN
INTERVENING VARIABLE IN JAMBI PROVINCIAL
ENVIRONMENTAL AGENCY EMPLOYEES**

ABSTRACT

This study aims to find out the general overview of employee performance, millennial leadership and motivation, to examine the influence of millennial leadership on employee performance at the Jambi Provincial Environmental Service, the influence of millennial leadership on work motivation at the Jambi Provincial Environmental Service. the effect of work motivation on employee performance at the Jambi Provincial Environmental Agency. The influence of millennial leadership on employee performance through work motivation as an intervening variable at the Jambi Provincial Environmental Service. The population in this study is 34 employees working at the Jambi Provincial Environmental Office. The data analysis technique in this study uses partial least square by testing the outer model and the inner model,

The results of this study show that employees at the Jambi Provincial Environmental Service show a very high level of performance, millennial leadership, and work motivation. They are able to carry out their duties well, achieve targets, improve their abilities, and work effectively according to procedures. Their leadership reflects adaptability, intelligence, assertiveness, and high spirit. Their work motivation is supported by achievement factors, awards, the relationship between results and work, and income. Overall, employees in this agency have optimal competence and motivation, creating a productive and high-performance work environment. Millennial Leadership Has No Effect on the Performance of Employees of the Jambi Provincial Living Environment Service Millennial Leadership Affects the Work Motivation of Employees of the Jambi Provincial Living Environment Office, Worki Motivationsi Hasi ani Effecti oni thei Performancesi ofi Employeesi ofi thei Jambii Provinciali Livingi Environmenti Office,i Millenniali Leadershi Affects Employeei Performancesi Throughi thei Worki Motivationsi ofi Employeesi ofi thei Jambii Provinciali Livingi Environmenti Servicei Jambi Provincial Environment Agency should develop a special training program that focuses on decision-making and conflict management experiences for millennial leaders, to increase their effectiveness in leading cross-generational teams.

Keywords: *Employee Performance, Millennial Leadership, Work Motivation*