

ABSTRAK

Penelitian ini bertujuan untuk mengetahui disiplin kerja sebagai variabel intervening dalam mempengaruhi kepemimpinan transformasional terhadap kinerja pegawai pada Kantor Camat Mandiangin Kabupaten Sarolangun. Metode analisis yang digunakan ialah metode analisis kuantitatif. Populasi dan sampel yaitu pegawai Kantor Camat Mandiangin Kabupaten Sarolangun dengan jumlah sampel sebanyak 36 orang pegawai. Pengumpulan data dilakukan dengan melakukan penyebaran kuesioner dengan skala likert. Analisis statistik yang digunakan adalah menggunakan teknik Structural Equation Modeling (SEM), dengan Partial Least Square (PLS) sebagai alat mengolahnya dengan menggunakan program SmartPLS 4.0.0. Hasil penelitian ini menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja pegawai, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap disiplin kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dan kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja pegawai dimediasi oleh disiplin kerja. Sehingga dapat disimpulkan bahwa disiplin kerja berfungsi sebagai penghubung antara kepemimpinan transformasional dan kinerja pegawai. Adapun saran dalam penelitian ini : (1) Untuk variabel kinerja pegawai diharapkan pegawai harus bisa terbuka dan menerima pendapat orang lain. (2) Untuk variabel kepemimpinan transformasional, diharapkan pemimpin mampu mempertahankan gaya kepemimpinan transformasional, karna kepemimpinan transformasional mampu menciptakan *charismatic, inspirational motivation, intellectual stimulation, individualized consideration*. (3) Untuk variabel disiplin kerja diharapkan pimpinan memberikan sosialisasi berkala kepada pegawai dan pengawasan secara rutin dan konsisten agar pegawai dapat bekerja sesuai dengan SOP (Standar Operasional Prosedur) yang telah ditetapkan instansi.

Kata kunci : Kinerja Pegawai, kepemimpinan transformasional, disiplin kerja.

ABSTRACT

This study aims to determine work discipline as an intervening variable in influencing transformational leadership on employee performance at the Mandiangin District Office, Sarolangun Regency. The analysis method used is the quantitative analysis method. The population and sample are employees of the Mandiangin District Office, Sarolangun Regency with a sample size of 36 employees. Data collection was carried out by distributing questionnaires with a Likert scale. The statistical analysis used is the Structural Equation Modeling (SEM) technique, with the Partial Least Square (PLS) processing tool using the SmartPLS 4.0.0 program. The results of this study indicate that transformational leadership has a positive and significant effect on employee performance, transformational leadership has a positive and significant effect on work discipline, work discipline has a positive and significant effect on employee performance and transformational leadership has a positive and significant effect on employee performance mediated by work discipline. So it can be concluded that work discipline functions as a link between transformational leadership and employee performance. Suggestions in this study: (1) For employee performance variables, it is expected that employees must be open and willing to accept other people's opinions. (2) For transformational leadership variables, it is expected that leaders are able to maintain a transformational leadership style because transformational leadership is able to create charismatic, inspiring motivation, intellectual stimulation, and individual considerations. (3) For work discipline variables, it is expected that leaders provide regular socialization to employees and routine and consistent supervision so that employees can work in accordance with the SOP (Standard Operating Procedure) that has been determined by the agency.

Keyword : *Employee Performance, transformational leadership, work discipline.*