

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional terhadap kinerja organisasi, serta menguji peran nilai-nilai religiusitas sebagai variabel mediasi pada Unit Kegiatan Mahasiswa (UKM) Rohis Ar-Rahman Universitas Jambi. Gaya kepemimpinan transformasional dinilai relevan dalam konteks organisasi berbasis keislaman karena mengedepankan keteladanan, motivasi inspiratif, stimulasi intelektual, dan perhatian terhadap individu. Sementara itu, religiusitas dipandang sebagai fondasi moral yang memperkuat budaya organisasi dan loyalitas anggota.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner yang disebarakan kepada 64 responden yang merupakan anggota aktif atau pengurus UKM. Teknik analisis data yang digunakan adalah Structural Equation Modeling (SEM) dengan bantuan software SmartPLS 4.1.1.4.

Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja organisasi. Nilai-nilai religiusitas juga terbukti memiliki pengaruh langsung yang signifikan terhadap kinerja organisasi. Namun, nilai religiusitas tidak memediasi secara signifikan hubungan antara kepemimpinan transformasional dan kinerja organisasi.

Temuan ini mengindikasikan bahwa meskipun nilai-nilai religiusitas berperan penting dalam membangun suasana kerja yang harmonis dan bermakna, kekuatan utama peningkatan kinerja terletak pada efektivitas praktik kepemimpinan transformasional. Oleh karena itu, pengembangan kepemimpinan yang inspiratif dan adaptif perlu terus ditingkatkan, seiring dengan penguatan nilai-nilai spiritual di lingkungan organisasi.

Kata Kunci: kepemimpinan transformasional, nilai-nilai religiusitas, kinerja organisasi, rohis ar-rahman

ABSTRACT

This study aims to analyze the effect of transformational leadership on organizational performance, as well as examine the role of religiosity values as a mediating variable in the Student Activity Unit (UKM) Rohis Ar-Rahman Jambi University. The transformational leadership style is considered relevant in the context of Islamic-based organizations because it prioritizes exemplary, inspirational motivation, intellectual stimulation, and attention to individuals. Meanwhile, religiosity is seen as a moral foundation that strengthens organizational culture and member loyalty.

This research uses a quantitative approach with a survey method. Data were collected through questionnaires distributed to 64 respondents who were active members or administrators of UKM. The data analysis technique used is Structural Equation Modeling (SEM) with the help of SmartPLS 4.1.1.4 software.

The results showed that transformational leadership has a positive and significant effect on organizational performance. The values of religiosity are also proven to have a significant direct influence on organizational performance. However, religiosity values did not significantly mediate the relationship between transformational leadership and organizational performance.

This finding indicates that while religiosity plays an important role in building a harmonious and meaningful work environment, the main strength of performance improvement lies in the effectiveness of transformational leadership practices. Therefore, the development of inspirational and adaptive leadership needs to be continuously improved, along with strengthening spiritual values in the organizational environment.

Keywords : transformational leadership, religiosity values, organizational performance, rohis ar-rahman