

ABSTRACT

This study aims to determine the effect of transformational leadership style on employee performance, with work motivation as an intervening variable among employees at Legian Village Hotel. The population consists of Legian Village Hotel employees, and the sample includes 40 respondents. The data analysis technique used is SEM-PLS. The research results explain that transformational leadership style has a direct positive and significant effect on employee performance at Legian Village Hotel. This is demonstrated by a path coefficient of 0.484, a t-statistic of 6.434 > t-table of 1.96, and a significance value of 0.000 < (0.05). Transformational leadership style also has a direct positive and significant effect on work motivation with a path coefficient of 0.530, a t-statistic of 7.004 > t-table of 1.96, and a significance value of 0.000 < (0.05). Work motivation has a direct positive and significant effect on employee performance with a path coefficient of 0.502, a t-statistic of 6.770 > t-table of 1.96, and a significance value of 0.000 < (0.05). With a path coefficient of 0.266, a t-statistic of 4.425 > t-table of 1.96, and a significance value of 0.000 < 0.05, transformational leadership style also has a large and positive effect on employee performance through work motivation as an intervening variable. The leadership style enhances performance through increased work motivation, which is marked by improvements in the quantity and quality of work, punctuality, attendance, task completion ability, and cooperation among employees. Statistically, work motivation acts as a partial mediator, as transformational leadership still has a significant influence on employee performance, even in the absence of work motivation variables affecting the direct influence.

Keywords : Transformational Leadership Style, Employee Performance, Work Motivation, Human Resources

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional terhadap kinerja karyawan dengan motivasi kerja sebagai variabel intervening pada karyawan di Legian Village Hotel. Populasi menggunakan karyawan Legian Village Hotel dan sampel sebanyak 40 responden. Teknik analisis data menggunakan SEM-PLS. Hasil penelitian menjelaskan bahwa gaya kepemimpinan transformasional secara langsung berpengaruh positif dan signifikan terhadap kinerja karyawan di Legian Village Hotel. Ini ditunjukkan oleh koefisien jalur sebesar 0,484 dengan t-statistik 6,434 > t-tabel 1,96 dan nilai signifikansi $0,000 < (0,05)$. Gaya kepemimpinan transformasional secara langsung berpengaruh positif dan signifikan terhadap motivasi kerja dengan koefisien jalur 0,530, t-statistik 7,004 > t-tabel 1,96, dan nilai signifikansi $0,000 < (0,05)$. Motivasi kerja secara langsung berpengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien jalur 0,502, t-statistik 6,770 > t-tabel 1,96, dan nilai signifikansi $0,000 < (0,05)$. Gaya kepemimpinan transformasional secara tidak langsung berpengaruh positif dan signifikan terhadap kinerja karyawan melalui motivasi kerja sebagai variabel intervening dengan koefisien jalur 0,266, t-statistik 4,425 > t-tabel 1,96, dan nilai signifikansi $0,000 < (0,05)$. Gaya kepemimpinan meningkatkan kinerja melalui peningkatan motivasi kerja, yang ditandai oleh peningkatan kuantitas dan kualitas pekerjaan, ketepatan waktu, kehadiran, kemampuan menyelesaikan tugas, dan kerja sama antar karyawan. Secara statistik, motivasi kerja bertindak sebagai mediasi parsial, karena kepemimpinan transformasional tetap memiliki pengaruh signifikan terhadap kinerja karyawan, meskipun tanpa adanya variabel motivasi kerja yang mempengaruhi pada pengaruh langsung.

Kata Kunci : Gaya Kepemimpinan Transformasional, Kinerja Karyawan, Motivasi Kerja, Sumber Daya Manusia