

ABSTRACT

This study aims to find out the effect of competence, work motivation, and transformational leadership, both partially and simultaneously, on employee performance. The study was conducted at Taman Ayu Town House Pemogan with a population of all employees and a sample of 60 respondents. The analytical techniques used include validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, determination coefficient testing, F-test, and t-test. The results indicate that competence has a positive and significant effect on employee performance, as evidenced by a regression coefficient of 0.337, a t-value of 2.843, and a significance of 0.006. Work motivation has a positive and significant effect, with a regression coefficient of 0.240, a t-value of 2.225, and a significance of 0.030. Transformational leadership has a significant positive effect on employee performance, as indicated by a regression coefficient of 0.287, a t-value of 2.119, and a significance of 0.039. The three variables significantly influence employee performance simultaneously, as indicated by an F-value of 23.686 and a significance level of 0.000; the regression equation is $Y = 3.540 + 0.337X_1 + 0.240X_2 + 0.287X_3$. The researcher recommends that Taman Ayu Town House Pemogan regularly conduct training to enhance employees' understanding of their work, provide adequate safety equipment, offer health and employment benefits, and increase attention and supervision of employees during work hours.

Keywords: competence, work motivation, transformational leadership, and employee performance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, motivasi kerja, dan kepemimpinan transformasional baik secara parsial maupun simultan terhadap kinerja karyawan. Penelitian dilaksanakan di Taman Ayu Town House Pemogan dengan populasi seluruh karyawan dan sampel sebanyak 60 responden. Teknik analisis yang digunakan meliputi Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F, serta Uji t. Hasil penelitian menunjukkan bahwa kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan, dibuktikan dengan koefisien regresi sebesar 0,337, nilai t-hitung 2,843, dan signifikansi 0,006. Motivasi kerja berpengaruh positif dan signifikan, dengan koefisien regresi 0,240, t-hitung 2,225, dan signifikansi 0,030. Kepemimpinan transformasional berpengaruh positif signifikan terhadap kinerja karyawan, ditunjukkan oleh koefisien regresi 0,287, t-hitung 2,119, dan signifikansi 0,039. Secara simultan, ketiga variabel tersebut berpengaruh signifikan terhadap kinerja karyawan dengan nilai f-hitung 23,686 dan signifikansi 0,000, serta persamaan regresi $Y = 3,540 + 0,337X_1 + 0,240X_2 + 0,287X_3$. Peneliti menyarankan agar Taman Ayu Town House Pemogan rutin mengadakan pelatihan untuk meningkatkan pemahaman kerja karyawan, menyediakan alat keamanan yang memadai, memberikan jaminan kesehatan dan ketenagakerjaan, serta meningkatkan perhatian dan pengawasan terhadap karyawan selama bekerja.

Kata Kunci: Kompetensi, Motivasi Kerja, Kepemimpinan Transformasional, Kinerja Karyawan.