

ABSTRAK

Tesis ini bertujuan untuk menganalisis Pengaruh Kepemimpinan Transformasional, Self Efficacy dan Kepuasan Kerja terhadap kinerja karyawan pada PT. Pegadaian (Persero) Cabang Jombang Indah.

Populasi dari penelitian ini adalah karyawan PT. Pegadaian (Persero) Cabang Radio Dalam, sebanyak 36 orang dimana sampel menggunakan sensus yaitu mengambil seluruh populasi. Analisis data menggunakan deskriptif analisis dimana data yang diperoleh akan diolah dengan menggunakan SPSS (Statistik Product and Service Solution) versi 21.

Dari hasil yang telah dilakukan, test secara bersama-sama (uji-F) menunjukkan bahwa kepemimpinan transformasional, self efficacy dan kepuasan kerja bersama-sama berpengaruh signifikan terhadap kinerja karyawan. Pengujian parsial (uji-t) menunjukkan bahwa kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan, self efficacy berpengaruh signifikan terhadap kinerja karyawan, serta kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan

Kata Kunci: *kepemimpinan transformasional, self efficacy, kepuasan kerja, kinerja karyawan.*



ABSTRACT

The purpose of this research is to analyze the effect of transformational leadership, self efficacy and job satisfaction simultaneously or partially on the performance of employees at PT. Pegadaian (Persero) Branch Jombang Indah. As for the population in this study were all employees of PT. Pegadaian (Persero) Branch Jombang Indah, amounting to 36 people and the entire population sampled in this study using census. Analysis of the data used is descriptive analysis in which the data obtained will be processed using SPSS (statistical Product and Service Solutions) version 21. From the results of testing that has been done, the simultaneous regression test (F-test) showed that transformational leadership, self efficacy and job satisfaction simultaneously significant effect on employee performance. Partial assay results (t-test) showed that of transformational leadership is partially significant effect on employee performance, self efficacy is partially significant effect on employee performance, and job satisfaction is partially significant effect on employee performance.

Keywords: transformasional leadership, self-efficacy, job satisfaction, employee performance.

