

ABSTRACT

The purpose of this study to determine and analyze the influence of transformational and transactional leadership style, organizational culture, transformational leadership style on employee performance through organization culture as an intervening variable. This research is a descriptive case study method of data collection through interviews, questionnaires and literature. The population in this study were employees PT. Bank Muamalat Indonesia, Tbk. Jakarta head quarters, amounting to 205 people, with a sample size of 100 people, samples taken with Proportionate Stratified Random Sampling method.

Analysis of the data in this study using Structural Equation Modeling (SEM) was run with AMOS software Versio21. The analysis showed that Transformational Leadership is positive and significant effect on the performance of the employee, while transactional leadership style significantly negative effect on employee performance. Both transformational leadership style and organizational culture are positive and significant effect on Employee Performance..

Keywords: Transformational Leadership Style, Transactional Leadership Style, Culture of the Organization, Employee Performance, Structural Equation Model (SEM).



ABSTRAK

Tujuan penelitian ini untuk mengetahui dan menganalisis besar pengaruh Gaya Kepemimpinan Transformasional dan Transaksional terhadap Kinerja Karyawan melalui Budaya Organisasi sebagai variabel intervening. Penelitian ini merupakan penelitian berjenis deskriptif asosiatif dengan metode pengumpulan data melalui *interview*, kuesioner dan studi pustaka. Populasi dalam penelitian ini adalah Karyawan Kantor Pusat PT. Bank Muamalat Indonesia, Tbk. Sebanyak 205 orang, dengan jumlah sampel sebanyak 100 orang, sampel diambil secara *Proportionate Stratified Random Sampling*.

Analisis data dalam penelitian ini menggunakan Structural Equation Modeling (SEM) yang dijalankan dengan perangkat lunak AMOS Versi 21. Hasil analisis menunjukkan bahwa Gaya Kepemimpinan Transformasional berpengaruh positif secara signifikan terhadap kinerja karyawan, sementara Gaya Kepemimpinan Transaksional berpengaruh negatif secara signifikan terhadap Kinerja Karyawan. Gaya Kepemimpinan Transformasional dan Budaya Organisasi masing-masing berpengaruh positif secara signifikan terhadap Budaya Organisasi.

Kata Kunci: Gaya Kepemimpinan Transformasional, Gaya Kepemimpinan Transaksional, Budaya Organisasi, Kinerja Karyawan, *Structural Equation Model (SEM)*.



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