

ABSTRACT

This study aims to test and analyze the influence of transformational leadership, organizational culture and compensation towards the performance of employees BTN Sharia Branch Office Jakarta Pasar Minggu. The research data was obtained from distributing questionnaires as many as 114 employees. Sampling method used total sampling. The results show that transformational leadership, organizational culture and compensation simultaneously have a significant effect on employee performance. Partially leadership style has a significant positive effect on employee performance. Partially organizational culture has the most powerful and significant effect on employee performance. Then, followed by variables of transformational leadership and compensation which each have a significant effect on employee performance.

Keywords : Transformational leadership, organizational culture, compensation, employee performance



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis Pengaruh kepemimpinan transformasional, budaya organisasi dan kompensasi Terhadap kinerja karyawan BTN Syariah Kantor Cabang Jakarta Pasar Minggu. Data penelitian diperoleh dari menyebarkan kuesioner sebanyak 114 karyawan. Metode sampling yang digunakan total sampling. Hasil penelitian menunjukkan kepemimpinan transformasional, budaya organisasi dan kompensasi secara bersama-sama (simultan) berpengaruh secara signifikan terhadap kinerja karyawan. Secara parsial gaya kepemimpinan berpengaruh signifikan positif terhadap kinerja karyawan. Secara parsial budaya organisasi berpengaruh paling kuat dan signifikan terhadap kinerja karyawan. Kemudian, diikuti oleh variabel kepemimpinan transformasional dan kompensasi yang masing-masing berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci : Kepemimpinan transformasional, budaya organisasi, kompensasi, kinerja karyawan.

