

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, keadilan organisasi, dan pemberdayaan karyawan terhadap kinerja karyawan pada PT. Bank DKI Capem Daan Mogot. Objek penelitian ini adalah teller dan customer service. Populasi penelitian ini berjumlah 42 karyawan (36 teller dan 6 *customer service*) pengambilan sampel ini menggunakan sampel jenuh. Metode penarikan sampel menggunakan kuisioner dan metode analisis data menggunakan Variance Based Structural Equation Modeling Partial Least Square (PLS). Hasil penelitian membuktikan bahwa kepemimpinan transformasional tidak berpengaruh terhadap kinerja karyawan. Keadilan organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Pemberdayaan karyawan tidak berpengaruh terhadap kinerja karyawan.

Kata kunci : Kepemimpinan Transformasional, Keadilan Organisasi, Pemberdayaan Karyawan, Partial Least Square (PLS).



ABSTRACT

This study aims to analyze the influence of transformational leadership, organizational justice, and employee empowerment on employee performance at PT. DKI Bank Capem Daan Mogot. The object of this research is the teller and customer service. The population of this study amounted to 42 employees (36 tellers and 6 customer service) this sampling using saturated samples. The sampling method uses questionnaires and data analysis methods using Variance Based Structural Equation Modeling Partial Least Square (PLS). The results of the study prove that transformational leadership does not affect employee performance. Organizational justice has a positive and significant effect on employee performance. Employee empowerment does not affect employee performance.

Keywords: Transformational Leadership, Organizational Justice, Employee Empowerment, Partial Least Square (PLS).

