

ABSTRACT

This study aims to determine and analyze the influence of transformational leadership, competence, and organizational culture on the performance of BPJS Employment Headquarters employees. Quantitative descriptive research, using a population survey of all employees with a total sample of 86 people. Data analysis using multiple linear regression techniques. The results showed that transformational leadership, competence, and organizational culture had a significant effect on the performance of BPJS Employment Headquarters employees.

Keywords: Transformational Leadership, Competence, Organizational Culture and Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kepemimpinan transformasional, kompetensi, dan budaya organisasi terhadap kinerja karyawan BPJS Ketenagakerjaan Kantor Pusat. Metode penelitian deskriptif kuantitatif, menggunakan survei populasi seluruh karyawan dengan jumlah sampel penelitian sebanyak 86 orang. Analisis data dengan menggunakan teknik regresi linier berganda. Hasil penelitian menunjukkan kepemimpinan transformasional, kompetensi, dan budaya organisasi berpengaruh signifikan terhadap kinerja karyawan BPJS Ketenagakerjaan Kantor Pusat.

Kata Kunci: Kepemimpinan Transformasional, Kompetensi, Budaya Organisasi dan Kinerja Karyawan

