

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisa pengaruh *Transformational Leadership* dan *Organizational Learning* terhadap *Employee Performance* yang dimediasi oleh *Altruism*. Penelitian ini dilakukan menggunakan metode deskriptif di Lembaga Kesejahteraan Sosial (LKS) di Kabupaten Malang dengan sampel 69 responden. Pendekatan yang digunakan dalam penelitian ini adalah Analisa Kausal dengan alat analisis Partial Least Square (PLS). Hasil penelitian menunjukkan *Transformational Leadership* berpengaruh positif dan signifikan terhadap *Employee Performance* pada LKS di Kabupaten Malang. *Organizational Learning* berpengaruh positif dan signifikan terhadap *Employee Performance* pada LKS di Kabupaten Malang. *Altruism* berpengaruh positif dan signifikan terhadap *Employee Performance* pada LKS di Kabupaten Malang. *Organizational Learning* berpengaruh positif dan signifikan terhadap *Altruism* pada LKS di Kabupaten Malang. *Transformational Leadership* berpengaruh positif dan signifikan terhadap *Altruism* pada LKS di Kabupaten Malang. *Altruism* memediasi pengaruh *Transformational Leadership* terhadap *Employee Performance* pada LKS di Kabupaten Malang. *Altruism* memediasi pengaruh *Organizational Learning* terhadap *Employee Performance* pada LKS di Kabupaten Malang.

Kata Kunci : *Transformational Leadership, Organizational Learning, Employee Performance, Altruism.*

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ABSTRACT

This study aims to examine and analyze the effect of Transformational Leadership and Organizational Learning on Employee Performance mediated by Altruism. This research was conducted using a descriptive method at the Social Welfare Institution (LKS) in Malang Regency with a sample of 69 respondents. The approach used in this research is causal analysis with Partial Least Square (PLS) analysis tool. The results showed that Transformational Leadership had a positive and significant effect on Employee Performance on LKS in Malang Regency. Organizational Learning has a positive and significant effect on Employee Performance on LKS in Malang Regency. Altruism has a positive and significant effect on Employee Performance on LKS in Malang Regency. Organizational Learning has a positive and significant effect on Altruism in LKS in Malang Regency. Transformational Leadership has a positive and significant effect on Altruism in LKS in Malang Regency. Altruism mediates the effect of Transformational Leadership on Employee Performance at LKS in Malang Regency. Altruism mediates the effect of Organizational Learning on Employee Performance at LKS in Malang Regency.

Keywords : *Transformational Leadership, Organizational Learning, Employee Performance, Altruism.*



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