

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Work Discipline, Work Environment, dan Transformational Leadership terhadap Employee Productivity dan Organizational Effectiveness sebagai variable mediasi pada karyawan di CV. Jaya Bangun Persada. Populasi dari penelitian ini adalah seluruh karyawan, dengan jumlah sampel 115 orang karyawan. Metode analisis data menggunakan Structural Equation Model-Partial Least Square (SEM-PLS). Hasil penelitian menemukan bahwa Work Discipline berpengaruh positif dan signifikan terhadap Employee Productivity. Work environment berpengaruh positif dan signifikan terhadap Employee Productivity. Transformational Leadership tidak berpengaruh positif dan signifikan terhadap Employee Productivity. Work Discipline berpengaruh positif dan signifikan terhadap Organizational Effectiveness. Work Environment berpengaruh positif dan signifikan terhadap Organizational Effectiveness. Transformational Leadership berpengaruh positif dan signifikan terhadap Organizational Effectiveness. Employee Productivity berpengaruh positif dan signifikan terhadap Organizational Effectiveness. Work Discipline terhadap Employee Productivity memiliki pengaruh yang positif dan signifikan melalui Organizational Effectiveness. Work Environment terhadap Employee Productivity memiliki pengaruh yang positif dan signifikan melalui Organizational Effectiveness. Transformational Leadership terhadap Employee Productivity tidak memiliki pengaruh yang positif dan signifikan melalui Organizational Effectiveness.

Kata Kunci: Work Discipline, Work Environment, Transformational Leadership, Employee Productivity, dan Organizational Effectiveness

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ABSTRACT

This study aims to analyze the influence of work discipline, work environment and transformational leadership with employee productivity and organizational effectiveness as a mediating variable at CV. Jaya Bangun Persada. The population of this study were all employees, with a total sample of 115 employees. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The results found that Work Discipline has a positive and significant effect on Employee Productivity. Work environment has a positive and significant effect on Employee Productivity. Transformational Leadership has no positive and insignificant effect on Employee Productivity. Work Discipline has a positive and significant effect on Organizational Effectiveness. Work Environment has a positive and significant effect on Organizational Effectiveness. Transformational Leadership has a positive and significant effect on Organizational Effectiveness. Employee Productivity has a positive and significant effect on Organizational Effectiveness. Work Discipline has a positive and significant impact on Employee Productivity mediated by Organizational Effectiveness. Work Environment has a positive and significant impact on Employee Productivity mediated by Organizational Effectiveness. Transformational Leadership on Employee Productivity has no positive and insignificant influence which is mediated by Organizational Effectiveness

Keywords: *Work Discipline, Work Environment, Transformational Leadership, Employee Productivity, and Organizational Effectiveness.*

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