

## 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 Deli serdang sumatra utara dengan sampel 60 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 Deli serdang sumatra utara. *Organizational Learning* berpengaruh positif dan signifikan terhadap *Employee Performance* pada LKS di Kabupaten Deli serdang sumatra utara. *Altruism* berpengaruh positif dan signifikan terhadap *Employee Performance* pada LKS di Kabupaten Deli serdang sumatra utara. *Organizational Learning* berpengaruh positif dan signifikan terhadap *Altruism* pada LKS di Kabupaten Deli serdang sumatra utara. *Transformational Leadership* berpengaruh positif dan signifikan terhadap *Altruism* pada LKS di Kabupaten Deli serdang sumatra utara. *Altruism* memediasi pengaruh *Transformational Leadership* terhadap *Employee Performance* pada LKS di Kabupaten Deli serdang sumatra utara. *Altruism* memediasi pengaruh *Organizational Learning* terhadap *Employee Performance* pada LKS di Kabupaten Deli serdang sumatra utara.

**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 Deli serdang sumatra utara Regency with a sample of 60 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 Deli serdang sumatra utara Regency. Organizational Learning has a positive and significant effect on Employee Performance on LKS in Deli serdang sumatra utara Regency. Altruism has a positive and significant effect on Employee Performance on LKS in Deli serdang sumatra utara Regency. Organizational Learning has a positive and significant effect on Altruism in LKS in Deli serdang sumatra utara Regency. Transformational Leadership has a positive and significant effect on Altruism in LKS in Deli serdang sumatra utara Regency. Altruism mediates the effect of Transformational Leadership on Employee Performance at LKS in Deli serdang sumatra utara Regency. Altruism mediates the effect of Organizational Learning on Employee Performance at LKS in Deli serdang sumatra utara Regency.*

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



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