

ABSTRACT

This study aims to describe the effect of leadership and motivation on employee performance with training as an intervening variable case study of the Financial Services Authority in the Department of Bank Supervision 1 DPB 1. This research was conducted at the Financial Services Authority using a sample size of 131 respondents. The sampling technique is non probability sampling or saturated sampling. The data analysis technique used is SEM-PLS, whose calculations are supported by the SmartPLS 3.0 program. Partial Least Square (PLS) model evaluation analysis is performed by evaluating the outer model and evaluating the inner model. The results of data analysis show that leadership has a positive and significant effect on training. Then, motivation has a positive and significant effect on training. Meanwhile, leadership has a positive and significant effect on employee performance. Then motivation has a positive and significant effect on employee performance. Training has a positive and significant effect on employee performance. The results of data analysis also show that training can positively and significantly mediate between the influence of leadership on employee performance. While training can mediate positively and significantly between motivation and employee performance.

Keywords: Leadership, motivation, training, employee performance.



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ABSTRAK

Penelitian ini bertujuan untuk menggambarkan pengaruh kepemimpinan dan motivasi terhadap kinerja karyawan dengan pelatihan sebagai variabel intervening studi kasus Otoritas Jasa Keuangan di Departemen Pengawasan Bank 1- DPB 1. Penelitian ini dilakukan pada Otoritas Jasa Keuangan dengan menggunakan jumlah sampel yang terambil sebanyak 131 responden. Teknik pengambilan sampel adalah non probability sampling atau sample jenuh. Teknik analisis data yang digunakan adalah SEM-PLS yang perhitungannya dibantu dengan program SmartPLS 3.0. Analisis evaluasi model Partial Least Square (PLS) dilakukan dengan evaluasi outer model dan evaluasi inner model. Hasil analisis data menunjukkan bahwa kepemimpinan berpengaruh positif dan signifikan terhadap pelatihan. Kemudian motivasi berpengaruh positif dan signifikan terhadap pelatihan. Sedangkan kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan. Kemudian motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil analisis data juga menunjukkan pelatihan dapat memediasi secara positif dan signifikan antara pengaruh kepemimpinan terhadap kinerja karyawan. Sedangkan pelatihan dapat memediasi secara positif dan signifikan antara motivasi terhadap kinerja karyawan.

Kata Kunci: Kepemimpinan, Motivasi, Pelatihan, Kinerja Karyawan

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