

ABSTRAK

Penelitian ini bertujuan untuk menganalisis hubungan antara variabel independen Kepemimpinan Transformasional dan Lingkungan Kerja dengan variabel dependen Kinerja Pegawai baik secara langsung maupun melalui Kepuasan Kerja pada pegawai Direktorat Industri Kimia Hulu Kementerian Perindustrian RI. Teknik sampling menggunakan sampel jenuh, sehingga sampel yang digunakan sebanyak 100 pegawai. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuesioner yang dibagikan melalui aplikasi *google form*. Metode analisis data yang digunakan adalah PLS (*Partial Least Square*) dengan alat analisis data menggunakan Smart PLS. Berdasarkan penelitian ini, Kepemimpinan Transformasional dapat mempengaruhi Kinerja Pegawai secara positif dan signifikan tanpa melalui Kepuasan Kerja.

Kata Kunci: Kepemimpinan Transformasional, Lingkungan Kerja, Kepuasan Kerja, Kinerja Pegawai.



ABSTRACT

This study aims to analyze the relationship between the independent variable of Transformational Leadership and Work Environment with the dependent variable of Employee Performance both directly and through Job Satisfaction in employees of the Directorate of Upstream Chemical Industry of the Ministry of Industry of the Republic of Indonesia. The sampling technique uses saturated samples, so that the sample used is as many as 100 employees. The data collection method uses a survey method, with the research instrument being a questionnaire shared through the google form application. The data analysis method used is PLS (Partial Least Square) with data analysis tools using Smart PLS. Based on this research, Transformational Leadership can affect Employee Performance positively and significantly without going through Job Satisfaction.

Keywords: The Effect of Transformational leadership, Work Environment, Job Satisfaction, Employee Performance.

