

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Transformational Leadership* dan *Organizational Commitment* terhadap *Employee Performance* dimediasi *Knowledge Management*. Responden penelitian ini adalah karyawan PT. Telkom Akses Jakarta Utara terhadap 68 responden dengan menggunakan pendekatan kuantitatif. Pengukuran sampel menggunakan sampel jenuh. Analisis yang digunakan adalah analisis statistik dalam bentuk SEM-PLS. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Penelitian ini membuktikan bahwa *transformational leadership* berpengaruh positif signifikan terhadap *employee performance*. *organizational commitment* berpengaruh positif signifikan terhadap *employee performance*. *transformational leadership* berpengaruh positif signifikan terhadap *knowledge management*. *organizational commitment* berpengaruh positif signifikan terhadap *knowledge management*. *knowledge management* tidak berpengaruh terhadap *employee performance*. *knowledge management* tidak mampu memediasi pengaruh *transformational leadership* terhadap *employee performance*. *knowledge management* tidak mampu memediasi pengaruh *organizational commitment* terhadap *employee performance*.

Kata kunci : *Transformational Leadership, Organizational Commitment, Employee Performance, Knowledge Management*



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ABSTRACT

This research aims to determine the influence of Transformational Leadership and Organizational Commitment on Employee Performance mediated by Knowledge Management. The respondents of this research are employees of PT. Telkom Access North Jakarta to 68 respondents using a quantitative approach. Sample measurements use saturated samples. The analysis used is statistical analysis in the form of SEM-PLS. The data collection method uses a survey method, with the research instrument being a questionnaire. This research proves that transformational leadership has a significant positive effect on employee performance. Organizational commitment has a significant positive effect on employee performance. transformational leadership has a significant positive effect on knowledge management. Organizational commitment has a significant positive effect on knowledge management. knowledge management has no effect on employee performance. Knowledge management is unable to mediate the influence of transformational leadership on employee performance. Knowledge management is unable to mediate the influence of organizational commitment on employee performance.

Keywords : Transformational Leadership, Organizational Commitment, Employee Performance, Knowledge Management



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