

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan Transformasional dan Pelatihan yang dimoderasi pemberian Insentif terhadap Kinerja Pegawai di Kantor Pangkalan PSDKP Jakarta. Penelitian ini dilakukan di Kantor Pangkalan Pengawasan Sumber Daya Kelautan dan Perikanan Jakarta dengan menggunakan sampel yang diambil sejumlah 100 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 4.0. Analisis evaluasi model Partial Least Square (PLS) dilakukan dengan evaluasi outer model dan evaluasi inner model. Dari hasil analisis data yang telah dilakukan menunjukkan bahwa Kepemimpinan transformasional berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Pelatihan berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Insentif berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Kepemimpinan Transformasional yang dimoderasi pemberian Insentif berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai. Pelatihan yang dimoderasi pemberian Insentif berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai. Hasil dari analisis data menunjukkan variabel insentif sebagai variabel moderating tidak memperkuat pengaruhnya meskipun masih memberikan hubungan positif terhadap Kepemimpinan Transformasional, Pelatihan dan kinerja pegawai

Kata Kunci: Kepemimpinan Transformasional, Pelatihan, Insentif, Kinerja Pegawai

UNIVERSITAS
MERCU BUANA

ABSTRACT

This study aims to determine the effect of Transformational Leadership and Training moderated by the provision of incentives on Employee Performance at the Pangkalan PSDKP Jakarta. This study was conducted at the Pangkalan PSDKP Jakarta using samples of 100 respondents. The sampling technique is non-probability sampling or saturated sample. The data analysis technique used is SEM-PLS which calculations are assisted by the SmartPLS 4.0 program. Evaluation analysis of the Partial Least Square (PLS) model is carried out by evaluating the outer model and evaluating the inner model. From the results of data analysis that has been carried out, it shows that transformational leadership has a positive and significant effect on Employee Performance. Training has a positive and significant effect on Employee Performance. Incentives have a positive and significant effect on Employee Performance. Transformational Leadership moderated by Incentive provision has a positive and insignificant effect on Employee Performance. Training moderated by incentives provision has a positive and insignificant effect on employee performance. The results of the data analysis showed that the incentive variable as a moderating variable did not strengthen its effect even though it still had a positive relationship with Transformational Leadership, Training and employee performance.

Keywords: Transformational Leadership, Training, Incentives, Employee Performance



UNIVERSITAS
MERCU BUANA