

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN
MOTIVASI KERJA TERHADAP KINERJA PEGAWAI**

(Studi kasus pada Dinas Koperasi dan Usaha Mikro Kabupaten Jombang)

ABSTRAK

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Dosen Pembimbing :

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Pada Dinas Koperasi dan Usaha Mikro Kabupaten Jombang diduga dijumpai kendala dalam pencapaian kinerja. Perlu dipahami bahwa kinerja dapat dipengaruhi berbagai faktor, seperti Kepemimpinan Transformasional maupun Motivasi Kerja. Maka dilakukan penelitian dengan judul Pengaruh Kepemimpinan Transformasional dan Motivasi Kerja terhadap Kinerja Pegawai pada Dinas Koperasi dan Usaha Mikro Kabupaten Jombang.

Penelitian ini dilakukan bertujuan untuk mengetahui pengaruh Kepemimpinan Transformasional terhadap Kinerja Pegawai dan mengetahui pengaruh Motivasi Kerja terhadap Kinerja pegawai. Metode analisis yang digunakan adalah analisis regresi linier berganda, populasi dalam penelitian ini sebanyak 36 orang, sampling penelitian menggunakan sampling jenuh.

Hasil penelitian ini menunjukkan bahwa kepemimpinan transformasional mampu meningkatkan kinerja pegawai dan motivasi kerja mampu meningkatkan kinerja pegawai.

Kata kunci : Kepemimpinan Transformasional, Motivasi Kerja , Kinerja Pegawai

THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

**(Case study at the Department of Cooperatives and Micro Enterprises of
Jombang Regency)**

ABSTRACT

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At the Department of Cooperatives and Micro Enterprises, Jombang Regency, it is suspected that there are obstacles in achieving performance. It should be understood that performance can be influenced by various factors, such as Transformasional Leadership and Work Motivation. Then a study was conducted with the title The Effect of Transformasional Leadership and Work Motivation on Employee Performance at the Department of Cooperatives and Micro Enterprises, Jombang Regency.

This research was conducted with the aim of 1) To determine the effect of Transformasional Leadership on Employee Performance. 2) To determine the effect of Work Motivation on Employee Performance. The analytical method used is multiple linear regression analysis, the population in this study was 36 people, the research sampling used saturated sampling.

The results of this study indicate that transformational leadership can improve employee performance and work motivation can improve employee performance.

Keywords: Transformational Leadership, Work Motivation, Employee Performance