

Analisis Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Dan Komitmen Organisasional Sebagai Variabel Intervening di RSUD Pesanggrahan

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ABSTRACT

Strong internal potency and strength is required to deal with all the challenges, obstacles and changes for an organization including a hospital. Health care organizations success recently determined by how management built employee performance as internal customers.

This research has six main objectives; first, to analyze transformational leadership style towards employee performance; Second, to analyze transformational leadership style towards employee job satisfaction; Third, to analyze transformational leadership style towards organizational commitment; Fourth, to analyze employee job satisfaction towards employee performance; Fifth, to analyze organizational commitment towards the employee performance; Sixth, to analyze employee job satisfaction towards organizational commitment. Proportional sampling technique was applied, 160 members of medical personnel, paramedics, supporting staff, administrative staff, security personnel and cleaning staff who have worked for at least 6 months in RSUD Pesanggrahan were involved. Structural Equation Modeling (SEM) was utilized to test and analyze the relationship among the research variables. Research result includes, the relationship between transformational leadership style and employee job satisfaction is 11.16%, relationship between job satisfaction and employee performance is not significant (0.292), means that there is no positive relationship, the relationship between organizational commitment and employee performance is 16.24 %, job satisfaction and organizational commitment is 3.57%, relationship between leadership style and employee performance through job satisfaction and organizational commitment is 2.5%. Research finding are job satisfaction significantly influenced by transformational leadership style, employee performance not significantly influenced by job satisfaction, employee performance significantly influenced by organizational commitment, organizational commitment significantly influenced by job satisfaction and employee performance towards job satisfaction and organizational commitment significantly influenced by transformational leadership style.

Keywords: employee performance, transformational leadership style, job satisfaction, organizational commitment

ABSTRAK

Suatu organisasi termasuk rumah sakit membutuhkan potensi dan kekuatan internal yang kuat untuk menghadapi semua tantangan, hambatan dan perubahan yang ada. Faktor penentu keberhasilan organisasi kesehatan saat ini terletak pada seberapa baik manajemen membangun kinerja karyawan sebagai pelanggan internal

Penelitian ini memiliki enam tujuan utama; pertama, menganalisis gaya kepemimpinan transformasional terhadap kinerja karyawan; Kedua, menganalisis gaya kepemimpinan transformasional terhadap kepuasan kerja ; Ketiga, menganalisis gaya kepemimpinan transformasional terhadap komitmen organisasional; Keempat, menganalisis kepuasan kerja terhadap kinerja karyawan; Kelima, untuk menganalisis komitmen organisasional terhadap kinerja karyawan; Keenam, menganalisis kepuasan kerja terhadap komitmen organisasional. Sampel diambil dengan menggunakan *Teknik Sampling Proporsional*, melibatkan 160 karyawan, terdiri dari tenaga medis, paramedis, staf pendukung, staf administrasi, personil keamanan dan staf kebersihan yang telah bekerja selama paling sedikit 6 bulan di RSUD Pesanggrahan. *Structural Equation Modeling (SEM)* digunakan untuk menguji dan menganalisis hubungan antar variabel penelitian. Hasil Penelitian ini antara lain, hubungan antara gaya kepemimpinan transformasional dan kepuasan kerja karyawan sebesar 11,16%, hubungan antara kepuasan kerja dan kinerja karyawan tidak signifikan (0,292), berarti tidak memiliki hubungan positif, hubungan komitmen organisasional terhadap kinerja karyawan sebesar 16,24%, kepuasan kerja terhadap komitmen organisasional sebesar 3,57%, hubungan gaya kepemimpinan ke kinerja karyawan melalui kepuasan kerja dan komitmen organisasional sebesar 2,5%. Temuan penelitian adalah gaya kepemimpinan transformasional berpengaruh signifikan terhadap kepuasan kerja, kepuasan kerja tidak berpengaruh signifikan terhadap kinerja karyawan, komitmen organisasional berpengaruh signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh signifikan terhadap komitmen organisasional dan gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan terhadap kepuasan kerja dan komitmen organisasional.

Kata kunci: ***kinerja karyawan, gaya kepemimpinan transformasional, kepuasan kerja, komitmen organisasional.***