

ABSTRAK

Dalam sebuah organisasi, aspek manusia sangat penting dalam menentukan keberhasilan dalam mencapai visi, misi, dan tujuan organisasi. Peran manusia dalam organisasi adalah sebagai pilar sekaligus penggerak kesuksesan organisasi. Menyadari pentingnya sumber daya manusia untuk kelangsungan hidup dan kemajuan perusahaan, maka perusahaan harus memiliki langkah-langkah untuk mendorong kinerja karyawan secara optimal dan mampu memenuhi *key Performance index* yang sudah ditetapkan, ada beberapa faktor yang perlu diperhatikan dan yang dapat mendukung kinerja karyawan di antaranya *transformational leadership*, *knowledge sharing* dan *affective commitment*. Penelitian ini dilakukan pada 194 karyawan perusahaan manufaktur di Indonesia di mana penelitian ini merupakan penelitian kuantitatif dengan menyebarkan kuesioner dan menggunakan skala linkert sebagai pengukuran, serta dianalisa menggunakan Structural Equation Modeling (SEM). Hasil penelitian menunjukkan bahwa Transformational leadership berhubungan positif dengan Knowledge Sharing, Affective Commitment, sedangkan knowledge Sharing dan Affective Commitment berhubungan positif terhadap kinerja karyawan. Sedangkan Transformational Leadership tidak berhubungan positif dengan kinerja karyawan. Selanjutnya mediasi Knowledge Sharing, Affective Commitment mampu memediasi hubungan *Transformational Leadership* terhadap kinerja karyawan

Kata Kunci: Transformational Leadership, Employees Performance, Knowledge Sharing, Affective Commitment, SEM.

ABSTRACT

In an organization, the human aspect is very important in determining success in achieving the vision, mission, and goals of the organization. The role of humans in the organization is as a pillar as well as driving the success of the organization, Realizing the importance of human resources for the survival and progress of the company, the company must have steps to encourage employee performance optimally and be able to meet the key Performance index that has been set, there are several factors that need to be considered and that can support employee performance include transformational leadership, knowledge sharing and affective commitment. This research was conducted on 194 employees of manufacturing companies in Indonesia where this research is a quantitative research by distributing questionnaires and using a Linkert scale as a measurement, and analyzed using Structural Equation Modeling (SEM). The results show that Transformational leadership is positively related to Knowledge Sharing, Affective Commitment, while Knowledge Sharing and Affective Commitment are positively related to employee performance. Meanwhile, Transformational Leadership is not positively related to employee performance. Furthermore, the mediation of Knowledge Sharing, Affective Commitment is able to mediate the relationship of Transformational Leadership to employee performance

Keywords: Transformational Leadership, Employees Performance, Knowledge Sharing, Affective Commitment, SEM.