

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN BANK RAKYAT INDONESIA BANDAR LAMPUNG

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Tujuan dari penelitian ini adalah untuk mengetahui: 1) Pengaruh kepemimpinan transformasional terhadap kinerja karyawan Bank Rakyat Indonesia di Bandar Lampung. 2) Pengaruh kepuasan kerja terhadap kinerja Bank Rakyat Indonesia Bandar Lampung. 3) Pengaruh kepemimpinan transformasional dan kepuasan kerja terhadap kinerja pegawai Bank Rakyat Indonesia di Bandar Lampung. Jenis penelitian ini memanfaatkan sifat kuantitatifnya, dengan pengumpulan data dengan menyebarkan kuesioner kepada 112 responden tentang pengaruh gaya kepemimpinan transformatif dan kepuasan kerja terhadap kinerja karyawan. Teknik analisis data dalam penelitian ini menggunakan teknik analisis regresi linier berganda, uji F, uji t, dan koefisien determinasi. Hasil penelitian ini menunjukkan bahwa:

1) Kepemimpinan Transformasional berpengaruh terhadap kinerja karyawan Secara parsial diketahui bahwa kepemimpinan transformasional memiliki pengaruh positif dan signifikan terhadap kinerja karyawan pada Bank Rakyat Indonesia Bandar Lampung dimana diperoleh dari table coefficients yang telah di uji melalui SPSS terdapat nilai 0,000 signifikan, karena nilai signifikan lebih kecil dari probabilitas 0,05 maka hipotesis diterima. 2) Secara parsial diketahui bahwa kepuasan kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan Bank Rakyat Indonesia Bandar Lampung dimana diperoleh table coefficients yang telah di uji melalui SPSS terdapat nilai 0,000 signifikan, karena nilai signifikan lebih kecil dari probabilitas 0,05 maka hipotesis diterima . 3) Secara simultan diketahui kepemimpinan transformasional dan kepuasan kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan pada Bank Rakyat Indonesia Bandar Lampung dimana diperoleh table Anova yang telah di uji melalui SPSS

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Kata Kunci: Kepemimpinan Transformasional, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT BANK RAKYAT INDONESIA BANDAR LAMPUNG

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The purpose of this study was to determine: 1) The effect of transformational leadership on the performance of Bank Rakyat Indonesia employees in Bandar Lampung. 2) The effect of job satisfaction on the performance of Bank Rakyat Indonesia Bandar Lampung. 3) The effect of transformational leadership and job satisfaction on the performance of Bank Rakyat Indonesia employees in Bandar Lampung. This type of research utilizes its quantitative nature, by collecting data by distributing questionnaires to 112 respondents about the influence of transformative leadership styles and job satisfaction on employee performance. Data analysis techniques in this study using multiple linear regression analysis techniques, F test, t test, and the coefficient of determination. The results of this study indicate that:

1) Transformational leadership affects employee performance Partially it is known that transformational leadership has a positive and significant influence on employee performance at Bank Rakyat Indonesia Bandar Lampung where it is obtained from the table coefficients that have been tested through SPSS there is a significant value of 0.000, because the significant value is smaller than probability 0.05 then the hypothesis is accepted. 2) Partially it is known that job satisfaction has a positive and significant influence on the performance of Bank Rakyat Indonesia Bandar Lampung employees where the table coefficients that have been tested through

SPSS have a significant value of 0.000, because the significant value is smaller than the probability of 0.05, the hypothesis is accepted. 3) Simultaneously it is known that transformational leadership and job satisfaction have a positive and significant influence on employee performance at Bank Rakyat Indonesia Bandar Lampung where it is obtained that the ANOVA table which has been tested through SPSS has a significant value of 0.000, because the significant value is smaller than the probability of 0.05, so hypothesis accepted.

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Keywords: Transformational Leadership, Job Satisfaction, Employee Performance.

