

***THE EFFECT OF TRANSFORMATIONAL LEADERSHIP,  
E-GOVERNMENT AND ORGANIZATIONAL AGILITY ON  
EMPLOYEE WORK MOTIVATION IN THE PENITENTIARY  
POLYTECHNIC ENVIRONMENT IN FACING  
THE NEW NORMAL ERA***

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***Abstract***

*This study analyzes work motivation in the Penitentiary Polytechnic Environment. The purpose of this research is to prove and analyze the effect of transformational leadership, e-government and organizational agility on employee work motivation in the correctional science polytechnic environment in the face of the new normal era. This research is qualitative by distributing it to 50 employees in the Polytechnic of Correctional Sciences. This study uses the Partial Least Square (PLS) method with the Smart-PLS 3.0 program. The results of data analysis show that: (1) Transformational leadership has no significant effect on the work motivation of correctional science polytechnic employees in facing the new normal era (2) E-government has a significant effect on work motivation of correctional science polytechnic employees in facing the new normal era (3) Organization agility has no significant effect on work motivation of penitentiary polytechnic employees in facing the new normal era and (4) transformational leadership, e-government and organizational agility simultaneously significantly influence work motivation of correctional science polytechnic employees in facing the new normal era*

**Keywords:** *Work Motivation, Transformational Leadership, E-Government, Agility Organization.*

# **PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, E-GOVERNMENT DAN ORGANISASI *AGILITY* TERHADAP MOTIVASI KERJA KARYAWAN DI LINGKUNGAN POLITEKNIK ILMU PEMASYARAKATAN DALAM MENGHADAPI ERA NEW NORMAL**

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## **Abstrak**

Penelitian ini menganalisis motivasi kerja di Lingkungan Politeknik Ilmu Pemasarakatan. Tujuan penelitian untuk membuktikan dan menganalisis Pengaruh Kepemimpinan Transformasional, E-Government Dan Organisasi *Agility* Terhadap Motivasi Kerja Karyawan Di Lingkungan Politeknik Ilmu Pemasarakatan Dalam Menghadapi Era New Normal. Penelitian ini bersifat Kualitatif dengan menyebarkan kuesioner kepada 50 Pegawai di Lingkungan Politeknik Ilmu Pemasarakatan. Penelitian ini menggunakan metode *Partial Least Square (PLS)* dengan program *Smart-PLS 3.0*. Hasil analisis data menunjukkan bahwa: (1) Kepemimpinan transformasional tidak berpengaruh signifikan terhadap motivasi kerja pegawai politeknik ilmu pemasarakatan dalam menghadapi era new normal (2) E-government berpengaruh signifikan terhadap motivasi kerja pegawai politeknik ilmu pemasarakatan dalam menghadapi era new normal (3) Organisasi *agility* tidak berpengaruh signifikan terhadap motivasi kerja pegawai politeknik ilmu pemasarakatan dalam menghadapi era new normal dan (4) Kepemimpinan transformasional, *e-government* dan organisasi *agility* secara bersama-sama berpengaruh signifikan secara simultan terhadap motivasi kerja pegawai politeknik ilmu pemasarakatan dalam menghadapi era new normal

**Kata kunci:** Motivasi Kerja, Kepemimpinan Transformasional, E-Government, Organisasi *Agility*.