

The Effect of Transformational Leadership on Job Performance Through Work Engagement as an Intervening Variable at Plaza Toyota Green Garden Employees

By Maharani Ade Sapitri

Abstract

This study aims to determine whether there is an influence between transformational leadership on job performance through work engagement as an intervening variable for Plaza Toyota Green Garden employees. This research is a quantitative research with a sample of 42 employees of the Showroom Plaza Toyota Green Garden with a sampling technique using saturated sampling technique. The analysis technique uses the path analysis method with the help of SmartPLS 3.0. Hypothesis testing obtains that transformational leadership has a positive and significant effect on the job performance of Plaza Toyota Green Garden employees, transformational leadership has a positive and significant effect on work engagement of Plaza Toyota Green Garden employees, work engagement has a positive and significant effect on job performance of Plaza Toyota Green Garden employees, and transformational leadership has a positive and significant effect on job performance through work engagement as an intervening variable for Plaza Toyota Green Garden employees.

Keywords: Job Performance, Transformational Leadership, and Work Engagement.

**Pengaruh *Transformational Leadership* Terhadap *Job Performance* Melalui
Work Engagement Sebagai Variabel *Intervening*
Pada Karyawan Plaza Toyota Green Garden**

Oleh Maharani Ade Sapitri

Abstrak

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara *transformational leadership* terhadap *job performance* melalui *work engagement* sebagai variabel *intervening* pada karyawan Plaza Toyota Green Garden. Penelitian ini merupakan penelitian kuantitatif dengan sampel sebanyak 42 karyawan Showroom Plaza Toyota Green Garden dengan teknik pengambilan sampel menggunakan teknik sampling jenuh. Teknik analisis menggunakan metode *path analysis* dengan bantuan SmartPLS 3.0. Pengujian hipotesis memperoleh hasil *transformational leadership* berpengaruh positif dan signifikan terhadap *job performance* karyawan Plaza Toyota Green Garden, *transformational leadership* berpengaruh positif dan signifikan terhadap *work engagement* karyawan Plaza Toyota Green Garden, *work engagement* berpengaruh positif dan signifikan terhadap *job performance* karyawan Plaza Toyota Green Garden, dan *transformational leadership* berpengaruh positif dan signifikan terhadap *job performance* melalui *work engagement* sebagai variabel *intervening* pada karyawan Plaza Toyota Green Garden.

Kata Kunci: *Job Performance*, *Transformational Leadership*, dan *Work Engagement*