

**Pengaruh Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Pegawai dengan Komitmen Organisasi Sebagai Variabel Mediasi
(Studi Kasus PT Blue Bird, Tbk)**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* dan motivasi kerja terhadap kinerja karyawan dengan komitmen organisasi sebagai variabel mediasi pada karyawan di PT Blue Bird, Tbk. Penelitian ini metode kuantitatif dengan 120 karyawan PT Blue Bird, Tbk sebagai sampel. Penelitian ini menggunakan *Structural Equation Model* (SEM) dan proses analisis data menggunakan SmartPLS versi 4.0 sebagai alat pengukurannya. Hasil dari pengujian diperoleh (1) terdapat pengaruh antara *transformational leadership* terhadap kinerja, (2) terdapat pengaruh antara motivasi kerja terhadap kinerja, (3) terdapat pengaruh antara komitmen organisasi terhadap kinerja, (4) terdapat pengaruh antara *transformational leadership* terhadap kinerja dengan komitmen organisasi sebagai variabel mediasi, (5) terdapat pengaruh antara motivasi kerja terhadap kinerja dengan komitmen organisasi sebagai variabel mediasi.

Kata kunci: *transformational leadership*, motivasi kerja, komitmen organisasi, kinerja karyawan

***The Influence of Transformational Leadership and Work Motivation on Employee Performance with Organizational Commitment as a Mediation Variable
(Case Study of PT Blue Bird, Tbk)***

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Abstract

This research aims to determine the effect of transformational leadership and work motivation on employee performance with commitment organization as a mediating variable for employees at PT Blue Bird, Tbk. This research is a quantitative method with 120 employees of PT Blue Bird, Tbk as samples. This research uses Structural Equation Model (SEM) and data analysis process using SmartPLS version 4.0 as measurement tool. The results of the test obtained (1) there is an influence between transformational leadership on performance, (2) there is an influence between work motivation and performance, (3) exists the influence of organizational commitment on performance, (4) there is an influence between transformational leadership on performance and commitment organization as a mediating variable, (5) there is an influence between work motivation on performance and commitment organization as a mediating variable.

Keywords: *transformational leadership, work motivation, organizational commitment, employee performance*