

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, MOTIVASI
KERJA, DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI
DI DINAS PERDAGANGAN DAN PERINDUSTRIAN
KABUPATEN JOMBANG**

Nama : Ridwan Zen
NIM : 212361201093
Pembimbing : Puteri Syarifah Al Sakinah, S.E, M.M
Evan Andarianto Ammaridho, S.E, M.M.

ABSTRAK

Ridwan Zen, Pengaruh Kepemimpinan Transformasional, Motivasi Kerja, dan Budaya Organisasi terhadap Kinerja Pegawai di Dinas Perdagangan dan Perindustrian Kabupaten Jombang Pembimbing I: Puteri Syarifah Al Sakinah, S.E, M.M., Pembimbing II: Evan Andarianto Ammaridho, S.E, M.M.

Tujuan penelitian ini adalah untuk menganalisis pengaruh kepemimpinan transformasional terhadap kinerja pegawai, menganalisis pengaruh motivasi kerja terhadap kinerja pegawai menganalisis pengaruh budaya organisasi terhadap kinerja pegawai dan menganalisis pengaruh kepemimpinan transformasional, motivasi kerja, dan budaya organisasi secara simultan terhadap kinerja pegawai di Dinas Perdagangan dan Perindustrian Kabupaten Jombang,

Penelitian menggunakan pendekatan kuantitatif yang berbentuk asosiatif yang dilaksanakan melalui pengumpulan data di lapangan. populasi seluruh pegawai Dinas Perdagangan dan Perindustrian Kabupaten Jombang dengan sampel yang berjumlah 54 orang, Teknik analisis data menggunakan teknik analisis inferensial yang terdiri dari uji validitas, reliabilitas, normalitas, dan regresi. Uji hipotesis menggunakan Uji t, dan uji f.

Hasil penelitian menunjukkan bahwa Kepemimpinan transformasional berpengaruh signifikan terhadap kinerja pegawai, Motivasi kerja berpengaruh signifikan terhadap kinerja pegawai, Budaya organisasi juga berpengaruh signifikan terhadap kinerja pegawai dan Secara simultan, kepemimpinan transformasional, motivasi kerja, dan budaya organisasi berpengaruh signifikan terhadap kinerja pegawai

Kata kunci : kepemimpinan transformasional, motivasi kerja, budaya organisasi dan kinerja pegawai

**INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, WORK
MOTIVATION, AND ORGANIZATIONAL CULTURE ON EMPLOYEE
PERFORMANCE IN THE TRADE AND INDUSTRY DEPARTMENT
OF JOMBANG REGENCY**

Student Name : Ridwan Zen
Student ID Number : 212361201093
Supervisor : Puteri Syarifah Al Sakinah, S.E, M.M
Evan Andarianto Ammaridho, S.E, M.M.

ABSTRACT

Ridwan Zen, Influence Transformational Leadership, Work Motivation, and Organizational Culture on Employee Performance at the Department of Trade and Industry, Jombang Regency. Advisor Puteri Syarifah Al Sakinah, S.E, M.M., Advisor II: Evan Andarianto Ammaridho, S.E, M.M.

The purpose of this study is to analyze the influence of transformational leadership on employee performance, to analyze the influence of work motivation on employee performance, to analyze the influence of organizational culture on employee performance, and to examine the simultaneous influence of transformational leadership, work motivation, and organizational culture on employee performance at the Department of Trade and Industry in Jombang Regency.

This study uses a quantitative associative approach conducted through field data collection. The population includes all employees of the Department of Trade and Industry in Jombang Regency, with a sample of 54 respondents. Data analysis techniques include inferential statistical methods, consisting of validity tests, reliability tests, normality tests, and regression analysis. Hypothesis testing was conducted using t-tests, F-tests, and the coefficient of determination (R^2).

The results of the study show that transformational leadership has a significant influence on employee performance, work motivation has a significant influence on employee performance, and organizational culture also significantly influences employee performance. Furthermore, transformational leadership, work motivation, and organizational culture simultaneously have a significant influence on employee performance.

Keywords: *transformational leadership, work motivation, organizational culture, employee performance.*