

ABSTRACT

(ANDIKA RISKI PAHLEPI / 2100861201110 / 2025 / THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, WORK DISCIPLINE AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE IN THE GOODS AND SERVICES PROCUREMENT BUREAU OF THE REGIONAL SECRETARIAT OF JAMBI PROVINCE / LECTURER I Dr. H. SAIYID SYEKH, SE, MSi. / LECTURER II RASDI, S.Pd, MM.)

Transformational Leadership, work discipline and organizational commitment play a very important role in employee performance. Therefore, the purpose of this study is to describe transformational leadership, work discipline, organizational commitment and employee performance at the Bureau of Procurement of Goods and Services of the Jambi Provincial Secretariat and to analyze the effect of transformational leadership, work discipline and organizational commitment on employee performance at the Bureau of Procurement of Goods and Services of the Jambi Provincial Secretariat simultaneously and partially.

The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees at the Bureau of Procurement of Goods and Services of the Jambi Provincial Secretariat in 2024 as many as 43 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$.

Multiple linear regression model with the results $Y = 1.726 + 0.362X_1 + 0.481X_2 + 0.429X_3 + e$. The regression coefficient of Transformational Leadership (X_1) is 0.362, the regression coefficient of Work Discipline (X_2) is 0.481 and the regression coefficient of Organizational Commitment (X_3) is 0.429.

The Determination Coefficient = R Square (R^2) is 0.681, this figure states that the variables of Transformational Leadership (X_1), Work Discipline (X_2) and Organizational Commitment (X_3) are able to explain the Performance variable (Y) by 68.1% and the remaining 31.9% is explained by other factors not included in this research model such as Work Motivation, Work Environment, and others.

Transformational Leadership (X_1), Work Discipline (X_2) and Organizational Commitment (X_3) simultaneously have a significant effect on the Employee Performance variable (Y). Transformational Leadership (X_1), Work Discipline (X_2) and Organizational Commitment (X_3).

Keywords: Transformational Leadership, Work Discipline and Organizational Commitment, Performance

ABSTRAK

(ANDIKA RISKI PAHLEPI / 2100861201110 / 2025 / PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DISIPLIN KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA PEGAWAI PADA BIRO PENGADAAN BARANG DAN JASA SEKRETARIAT DAERAH PROVINSI JAMBI / DOSEN I Dr. H. SAIYID SYEKH, SE, MSi. / DOSEN II RASDI, S.Pd, MM.)

Kepemimpinan Transformasional, disiplin kerja dan komitmen organisasi memegang peranan yang sangat penting dalam kinerja pegawai. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan kepemimpinan transformasional, disiplin kerja, komitmen organisasi dan kinerja pegawai pada Biro Pengadaan Barang dan Jasa Sekretariat Daerah Provinsi Jambi dan menganalisis pengaruh kepemimpinan transformasional, disiplin kerja dan komitmen organisasi terhadap kinerja pegawai pada Biro Pengadaan Barang dan Jasa Sekretariat Daerah Provinsi Jambi secara simultan dan parsial.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Penyebaran kuesioner dengan jumlah sampel dalam penelitian ini adalah seluruh pegawai pada Biro Pengadaan Barang dan Jasa Sekretariat Daerah Provinsi Jambi tahun 2024 sebanyak 43 orang. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Model regresi linier berganda dengan hasil $Y = 1,726 + 0,362X_1 + 0,481X_2 + 0,429X_3 + e$. Koefisien regresi Kepemimpinan Transformasional (X_1) sebesar 0,362, koefisien regresi Disiplin Kerja (X_2) sebesar 0,481 dan koefisien regresi Komitmen Organisasi (X_3) sebesar 0,429.

Koefisien Determinasi = R Square (R^2) sebesar 0,681, angka ini menyatakan bahwa variabel Kepemimpinan Transformasional (X_1), Disiplin Kerja (X_2) dan Komitmen Organisasi (X_3) mampu menjelaskan variabel Kinerja (Y) sebesar 68,1% dan sisanya sebesar 31,9% dijelaskan oleh faktor lain yang tidak dimasukkan dalam model penelitian ini seperti, Motivasi Kerja, Lingkungan Kerja, dan lain-lain.

Kepemimpinan Transformasional (X_1), Disiplin Kerja (X_2) dan Komitmen Organisasi (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Pegawai (Y). Kepemimpinan Transformasional (X_1), Disiplin Kerja (X_2) dan Komitmen Organisasi (X_3).

Kata Kunci: Pelatihan, Disiplin Kerja, Komunikasi, Kinerja