

ABSTRACT

This study aims to determine how much influence transformational leadership and work motivation have on employee performance with discipline as an intervening variable at the Dharmasraya Regency DPRD Office. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 85 respondents.

The results of the data analysis concluded that transformational leadership had a positive and insignificant effect on work discipline. Work motivation has a positive and significant effect on work discipline. Transformational leadership has a positive and significant effect on employee performance. Work motivation has a positive and not significant effect on employee performance. Work discipline has a positive and significant effect on employee performance. Transformational leadership has a positive and insignificant effect on employee performance through work discipline. Work motivation has a positive and significant effect on employee performance through work discipline.

Keywords: Transformational leadership, work motivation, employee performance and work discipline

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kepemimpinan transformasional dan motivasi kerja terhadap kinerja pegawai dengan disiplin sebagai variabel intervening pada Kantor DPRD Kabupaten Dharmasraya. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 85 responden.

Hasil analisis data menyimpulkan, Kepemimpinan transformasional berpengaruh positif dan tidak signifikan terhadap disiplin kerja. Motivasi kerja berpengaruh positif dan signifikan terhadap disiplin kerja. Kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Kepemimpinan transformasional berpengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui disiplin kerja. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui disiplin kerja.

Kata Kunci : Kepemimpinan transformasional, motivasi kerja, kinerja pegawai dan disiplin kerja