

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Gaya Kepemimpinan Transformasional Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Motivasi Sebagai Variabel Intervening Pada Kasubbag Kepegawaian Kabag Umum Dan Keuangan Sekretariat DPRD Kota Dumai. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisis *SmartPLS 3.0*. Populasi dan sampel penelitian ini adalah pegawai Kasubbag Kepegawaian Kabag Umum Dan Keuangan Sekretariat DPRD Kota Dumai. Hasil penelitian menemukan terdapat pengaruh signifikan antara gaya kepemimpinan transformasional terhadap motivasi. Terdapat pengaruh signifikan antara disiplin kerja terhadap motivasi. Terdapat pengaruh signifikan antara gaya kepemimpinan transformasional terhadap kinerja pegawai. Tidak terdapat pengaruh signifikan antara disiplin kerja terhadap kinerja pegawai. Terdapat pengaruh signifikan antara motivasi terhadap kinerja pegawai. Motivasi mampu memediasi gaya kepemimpinan transformasional terhadap kinerja pegawai. Motivasi mampu memediasi disiplin kerja terhadap kinerja pegawai.

Kata Kunci : Gaya Kepemimpinan Transformasional, Disiplin Kerja, Motivasi Dan Kinerja Pegawai.

ABSTRACT

This research aims to determine and attempt to analyze the influence of transformational leadership style and work discipline on employee performance with motivation as an intervening variable at the Head of the Civil Service Subdivision of the General and Finance Division of the Dumai City DPRD Secretariat. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample for this study were employees of the Head of Civil Service Subdivision of the General and Finance Division of the Dumai City DPRD Secretariat. The research results found that there was a significant influence between transformational leadership style on motivation. There is a significant influence between work discipline and motivation. There is a significant influence between transformational leadership style on employee performance. There is no significant influence between work discipline and employee performance. There is a significant influence between motivation and employee performance. Motivation is able to mediate transformational leadership style on employee performance. Motivation is able to mediate work discipline on employee performance.

Keywords: *Transformational Leadership Style, Work Discipline, Employee Motivation and Performance.*