

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Gaya Kepemimpinan Transformasional Dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Di PT Djambi Waras Jujuhan. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisis SmartPLS 3.0. Populasi dan sampel penelitian ini adalah karyawan PT Djambi Waras Jujuhan. Hasil penelitian menemukan Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan Transformasional terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara Pengembangan Sumber Daya Manusia terhadap Kepuasan Kerja. Tidak terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan Transformasional terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Pengembangan Sumber Daya Manusia terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Karyawan. Kepuasan Kerja memediasi Gaya Kepemimpinan Transformasional terhadap Kinerja Karyawan. Kepuasan Kerja tidak memediasi Pengembangan Sumber Daya Manusia terhadap Kinerja Karyawan.

Kata Kunci: Gaya Kepemimpinan Transformasional, Pengembangan Sumber Daya Manusia, Kinerja Karyawan, Kepuasan Kerja.

ABSTRACT

This study aims to determine and try to analyze the Influence of Transformational Leadership Style and Human Resource Development on Employee Performance Through Job Satisfaction as an Intervening Variable at PT Djambi Waras Jujuhan. This study is a Structural Equation Modeling (SEM) model with SmartPLS 3.0 analysis tools. The population and sample of this study were employees of PT Djambi Waras Jujuhan. The results of the study found that there was a positive and significant influence between Transformational Leadership Style on Job Satisfaction. There was a positive and significant influence between Human Resource Development on Job Satisfaction. There was no positive and significant influence between Transformational Leadership Style on Employee Performance. There was a positive and significant influence between Human Resource Development on Employee Performance. There was a positive and significant influence between Job Satisfaction on Employee Performance. Job Satisfaction mediates Transformational Leadership Style on Employee Performance. Job Satisfaction does not mediate Human Resource Development on Employee Performance.

Keywords: *Transformational Leadership Style, Human Resource Development, Employee Performance, Job Satisfaction.*