

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Quality Of Work Life Dan Kepemimpinan Transformasional Terhadap Kinerja Pegawai Di Dinas Pangan Kab. Pesisir Selatan Dengan Perilaku Inovatif Sebagai Variabel Intervening. Metode analisis data menggunakan kuesioner, dengan sampel 37 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Quality Of Work Life Dan Kepemimpinan Transformasional berpengaruh positif dan signifikan Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening. Kontribusi variabel Quality Of Work Life Dan Kepemimpinan Transformasional Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening berpengaruh sebesar 61,1% sedangkan sisanya sebesar 38,9% di pengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja Pegawai dengan meningkatkan Quality Of Work Life, Kepemimpinan Transformasional, Dan Perilaku Inovatif pada Dinas Pangan Kab. Pesisir Selatan melalui masing-masing indikator.

Kata Kunci: *Quality Of Work Life*, Kepemimpinan Transformasional,

Perilaku Inovatif Dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to determine how big the influence of Quality of Work Life and Transformational Leadership on Employee Performance in the District Food Service. South Coast with Innovative Behavior as an Intervening Variable. Methods of data analysis using a questionnaire, with a sample of 37 respondents. The data analysis method used is multiple linear regression analysis and path analysis.

Based on the results of the study, it shows that Quality of Work Life and Transformational Leadership have a positive and significant effect on Employee Performance with Innovative Behavior as an Intervening Variable. Contribution of Quality of Work Life and Transformational Leadership to Employee Performance with Innovative Behavior as Intervening Variable has an effect of 61.1% while the remaining 38.9% is influenced by other variables outside this study.

Based on the results of this study, it is expected that the management of the company can improve employee performance by increasing the Quality of Work Life, Transformational Leadership, and Innovative Behavior at the District Food Service. South Coast through each indicator.

Keywords: Quality Of Work Life, Transformational Leadership, Innovative Behavior And Employee Performance