

ABSTRAK

Tiara Wahyuni, 17101155310362. Manajemen (2021), "*Quality Of Work Life Dan Kepemimpinan Transformasional Pengaruhnya Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening Pada Kantor Walikota Pariaman Sumbar*" Dibawah Bimbingan Bapak Robby Dharma, SE, MM Dan Ibu Silvia Sari, SE, MM.

Penelitian ini bertujuan untuk mengetahui *Quality Of Work Life* Dan Kepemimpinan Transformasional Pengaruhnya Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening Pada Kantor Walikota Pariaman Sumbar. Metode pengumpulan data melalui survey dan menyebarkan kuesioner, dengan sampel 31 responden. Metode analisis yang digunakan adalah analisis regresi berganda dan analisis jalur (*path analysis*).

Hasil penelitian yang didapatkan berdasarkan uji regresi linear berganda dan pengujian analisis jalur (*path analysis*) diperoleh : (a) *Quality of Work Life* secara parsial berpengaruh positif dan signifikan terhadap perilaku inovatif. Dengan demikian H_0 ditolak H_a diterima. (b) Kepemimpinan Transformasional secara parsial berpengaruh signifikan terhadap Perilaku Inovatif. (c) *quality of work life* secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dengan demikian H_0 diterima H_a ditolak. (d) kepemimpinan transformasional secara parsial berpengaruh signifikan terhadap kinerja pegawai. Dengan demikian diperoleh H_0 ditolak H_a diterima. (e) perilaku inovatif secara parsial berpengaruh signifikan terhadap kinerja pegawai. Dengan demikian diperoleh H_0 diterima H_a ditolak. (f) perilaku inovatif tidak memediasi *quality of work life* terhadap kinerja pegawai. Dan berdasarkan uji koefisien determinasi (R^2) nilainya adalah 0,731 hal ini menunjukkan bahwa sumbangan variabel *quality of work life* dan kepemimpinan transformasional terhadap kinerja pegawai sebesar 0,731 atau 73,9% sedangkan sisanya sebesar 26,1% di pengaruhi oleh variabel lain

Akhirnya penulis menyarankan kepada Kantor Walikota Pariman Sumbar Untuk Dapat Meningkatkan *Quality Of Work Life* Dan Kepemimpinan Transformasional Pengaruhnya Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening Pada Kantor Walikota Pariaman Sumbar

Kata kunci: *Quality Of Work Life* ,Kepemimpinan Transformasional, Perilaku Inovatif, Kinerja Pegawai

ABSTRACT

Tiara Wahyuni, 17101155310362. Management (2021), "Quality Of Work Life And Transformational Leadership Influence On Employee Performance With Innovative Behavior As Intervening Variables At The Office Of The Mayor Of Pariaman, West Sumatra" Under The Guidance Of Mr. Robby Dharma, SE, MM And Mrs. Silvia Sari, SE, MM.

This study aims to determine the Quality of Work Life and Transformational Leadership Effect on Employee Performance With Innovative Behavior as an Intervening Variable at the Pariaman Mayor's Office, West Sumatra Methods of collecting data through surveys and distributing questionnaires, with a sample of 31 respondents. The analytical method used is multiple regression analysis and path analysis.

The results obtained based on multiple linear regression tests and path analysis tests obtained: (a) Quality of Work Life partially has a positive and significant effect on innovative behavior. Thus H_0 is rejected, H_a is accepted. (b) Transformational Leadership partially has a significant effect on Innovative Behavior. (c) the quality of work life partially has a positive and significant effect on employee performance. Thus H_0 is accepted H_a is rejected. (d) transformational leadership partially has a significant effect on employee performance. Thus, H_0 is rejected, H_a is accepted. (e) partially innovative behavior has a significant effect on employee performance. Thus, H_0 is accepted, H_a is rejected. (f) innovative behavior does not mediate quality of work life on employee performance. And based on the coefficient of determination (R^2) the value is 0.731, this indicates that the contribution of the variable quality of work life and transformational leadership to employee performance is 0.731 or 73.9% while the remaining 26.1% is influenced by other variables

Finally, the author suggests to the Office of the Mayor of Pariman, West Sumatra, to be able to improve the quality of work life and transformational leadership, its effect on employee performance with innovative behavior as an intervening variable at the office of the Mayor of Pariaman, West Sumatra.

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