

## ABSTRAK

Evrida Nia Lisani, Nomor BP :17101155310068, 2021, “Pengaruh gaya kepemimpinan transformasional dan Komunikasi organisasi terhadap kinerja karyawan melalui motivasi kerja sebagai variabel *intervening* di PT. Karya sawitindo mas (KSM) kabupaten mukomuko”. Metode analisis yang digunakan analisis regresi berganda.

Hasil penelitian menunjukkan: Pengaruh kepemimpinan transformasional terhadap motivasi Kerja, nilai signifikan  $0.000 < 0,050$  dan nilai  $t_{hitung} 5.128 > 1,981$ , disimpulkan, gaya kepemimpinan transformasional berpengaruh dan signifikan terhadap motivasi kerja. Pengaruh komunikasi organisasi terhadap motivasi Kerja, dengan nilai  $0.025 > 0,050$  dan nilai  $t_{hitung} 2.124 < 1,984$ , disimpulkan komunikasi organisasi berpengaruh signifikan terhadap motivasi Kerja. Pengaruh gaya kepemimpinan transformasional terhadap Kinerja Karyawan, nilai signifikan  $0.000 < 0,050$  dan nilai  $t_{hitung} 5,128 > 1,984$ , disimpulkan bahwa gaya kepemimpinan transformasional berpengaruh signifikan terhadap Kinerja Karyawan. Pengaruh komunikasi organisasi terhadap Kinerja Karyawan, nilai signifikan  $0.025 > 0,050$  dan nilai  $t_{hitung} 2,124 > 1,984$ , disimpulkan komunikasi organisasi berpengaruh signifikan terhadap Kinerja Karyawan. Pengaruh motivasi kerja terhadap Kinerja Karyawan, nilai  $0.045 < 0,050$  dan nilai  $t_{hitung} 2,549 > 1,984$ , disimpulkan motivasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan. Pengaruh gaya kepemimpinan transformasional, komunikasi organisasi motivasi Kerja terhadap Kinerja Karyawan dengan motivasi Kerja Sebagai Variabel Intervening, menunjukkan tingkat nilai signifikan  $0,000 < 0,050$  dan dengan nilai  $f_{hitung} 22.190$ . Disimpulkan seluruh variable dependen secara simultan berpengaruh positif dan signifikan terhadap terhadap variabel dependen.

**Kata Kunci : Gaya Kepemimpinan Transformasional, Komunikasi Organisasi, Motivasi Kerja, Dan Kinerja Karyawan.**

## **ABSTRACT**

*Evrida Nia Lisani, BP Number : 17101155310068, 2021, “the influence of transformational leadership style and organizational communication on employee performance through work motivation as an intervening variable at PT. Karya Sawitindo Mas (KSM) Mukomuko Regency”. The analytical method used is multiple regression analysis.*

*The results showed: The effect of transformational leadership on work motivation, a significant value of  $0.000 < 0.050$  and a tcount value of  $5.128 > 1.981$ , concluded, transformational leadership style has a significant and significant effect on work motivation. The effect of organizational communication on work motivation, with a value of  $0.025 > 0.050$  and a tcount value of  $2.124 < 1.984$ , it is concluded that organizational communication has a significant effect on work motivation. The effect of transformational leadership style on employee performance, significant value  $0.000 < 0.050$  and tcount  $5.128 > 1.984$ , it was concluded that transformational leadership style had a significant effect on employee performance. The effect of organizational communication on employee performance, the significant value is  $0.025 > 0.050$  and the tcount is  $2.124 > 1.984$ , it is concluded that organizational communication has a significant effect on employee performance. The effect of work motivation on employee performance, the value of  $0.045 < 0.050$  and the tcount value of  $2.549 > 1.984$ , concluded that work motivation has a significant effect on employee performance. The effect of transformational leadership style, organizational communication on work motivation on employee performance with work motivation as an intervening variable, shows a significant value level of  $0.000 < 0.050$  and with an fcount value of 22.190. concluded that all dependent variables simultaneously have a positive and significant effect on the dependent variable.*

**Keywords: Transformational Leadership Style, Organizational Communication, Work Motivation, And Employee Performance.**