

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan Transformasional dan Motivasi Berprestasi terhadap Kinerja Pegawai di DP3APM Kota Bandung baik secara simultan maupun parsial. Analisis data yang digunakan adalah uji validitas dan reliabilitas, analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi. Pengujian hipotesis dilakukan melalui uji hipotesis secara simultan (uji f) dan uji hipotesis secara parsial (uji t). Pengolahan data dalam penelitian ini menggunakan program SPSS 20 *for windows*. Metode pengumpulan data yang digunakan dalam penelitian ini ialah penelitian lapangan dan penelitian kepustakaan. Sampel dalam penelitian ini sebanyak 46 responden dengan menggunakan sampling insidental. Hasil penelitian menunjukkan bahwa secara simultan Kepemimpinan Transformasional dan Motivasi Berprestasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai sebesar 61,2%, secara parsial Kepemimpinan Transformasional terhadap Kinerja Pegawai berpengaruh sebesar 27,93% dan Motivasi Berprestasi terhadap Kinerja Pegawai berpengaruh sebesar 33,28%

Keyword: Kepemimpinan Transformasional, Motivasi Berprestasi, dan Kinerja Pegawai

ABSTARCT

This study aims to determine the effect of Transformational Leadership and Achievement Motivation on Employee Performance in the Bandung City DP3APM both simultaneously and partially. Analysis of the data used is validity and reliability test, multiple linear regression analysis, multiple correlation analysis and coefficient of determination analysis. Hypothesis testing is done through simultaneous hypothesis testing (f test) and partial hypothesis testing (t test). Processing data in this study using the SPSS 20 program for windows. The data collection method used in this study is field research and library research. The sample in this study were 46 respondents using incidental sampling. The results showed that simultaneously Transformational Leadership and Achievement Motivation had a positive and significant effect on Employee Performance at 61.2%, Transformational Leadership partially towards Employee Performance had an effect of 27.93% and Motivation to Achieve Employee Performance had an effect of 33.28%

Keyword : Transformational Leadership, Achievement Motivation, and Employee Performance