

## ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi bahwa PT Pos Indonesia (Persero) Kantor Pusat Cilaki Bandung belum dapat maksimal dalam menerapkan *Psychological Empowerment* dan *Ethical Leadership* terhadap Kinerja Pegawai. Penelitian ini bertujuan untuk mengetahui pengaruh *Psychological Empowerment* dan *Ethical Leadership* terhadap Kinerja Pegawai. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel 60 responden. Teknik pengumpulan data adalah observasi, wawancara, dan menyebarkan kuesioner. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, dan analisis determinasi. Serta metode analisis menggunakan alat bantu SPSS version 25 (*Statistical Product and Service Solution*)

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *Psychological Empowerment* dan *Ethical Leadership* terhadap Kinerja Pegawai secara simultan sebesar 71,2% dan sisanya 28,8% dipengaruhi oleh variabel lain diluar variabel yang diteliti. Secara parsial besarnya pengaruh *Psychological Empowerment* terhadap Kinerja Pegawai sebesar 41,6% dan pengaruh *Ethical Leadership* terhadap Kinerja Pegawai sebesar 30,6%, sehingga dapat disimpulkan bahwa *Psychological Empowerment* memberikan pengaruh paling besar terhadap Kinerja Pegawai.

**Kata Kunci:** *Psychological Empowerment*, *Ethical Leadership*, dan Kinerja Pegawai

## **ABSTRACT**

*This research was conducted based on the phenomenon that occurred that PT Pos Indonesia (Persero) Cilaki Bandung Head Office had not been able to apply Psychological Empowerment and Ethical Leadership to Employee Performance optimally. This study aims to determine the effect of Psychological Empowerment and Ethical Leadership on Employee Performance. The research method used is descriptive and verification with a sample of 60 respondents. Data collection techniques are observation, interviews, and distributing questionnaires. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, and determination analysis. As well as analysis methods using SPSS version 25 (Statistical Product and Service Solution) tools*

*The results showed that there was a positive and significant influence between Psychological Empowerment and Ethical Leadership on Employee Performance simultaneously by 71.2% and the remaining 28.8% was influenced by other variables outside the variables studied. Partially, the influence of Psychological Empowerment on Employee Performance is 41.6% and the influence of Ethical Leadership on Employee Performance is 30.6%, so it can be concluded that Psychological Empowerment has the greatest influence on Employee Performance.*

***Keywords: Psychological Empowerment, Ethical Leadership, and Employee Performance***