

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan Transaksional (X_1), *Employee Engagement* (X_2) dan *Soft Skill* (X_3) terhadap Kinerja Karyawan (Y) baik secara simultan maupun parsial pada PT. Banten *West Java*. Metode Penelitian yang digunakan yaitu metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 86 responden. Sedangkan untuk teknik pengumpulan data yang digunakan dalam penelitian ini yaitu observasi, wawancara dan penyebaran kuesioner. Dan untuk metode analisis yang digunakan meliputi regresi linier berganda, korelasi berganda dan koefisien determinasi.

Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan secara simultan maupun secara parsial. Secara simultan pengaruh Kepemimpinan Transaksional (X_1), *Employee Engagement* (X_2) dan *Soft Skill* (X_3) terhadap Kinerja Karyawan (Y) sebesar 69,2%, sedangkan secara parsial Kepemimpinan Transaksional berpengaruh terhadap Kinerja Karyawan memberikan pengaruh sebesar 27,9% , *Employee engagement* berpengaruh terhadap Kinerja Karyawan memberikan pengaruh sebesar 22,1% dan *Soft Skill* berpengaruh terhadap Kinerja Karyawan memberikan pengaruh sebesar 19,1%. Dapat disimpulkan bahwa Kepemimpinan Transaksional, *Employee Engagement*, dan *Soft Skill* memiliki pengaruh yang signifikan terhadap Kinerja Karyawan pada PT. Banten *West Java*.

Kata Kunci: Kepemimpinan Transaksional, *Employee Engagement*, *Soft Skill* dan Kinerja Karyawan

ABSTRACT

This research aims to determine the influence of Transactional Leadership (X_1), Employee Engagement (X_2) and Soft Skill (X_3) on Employee Performance (Y) both simultaneously and partially at PT.Banten West Java. The research method used was descriptive and verification methods with a sample size of 86 respondents. Meanwhile, the data collection techniques used in this research are observation, interviews and distributing questionnaires. And the analytical methods used include multiple linear regression, multiple correlation and coefficient of determination.

The results of this research show that there is a positive and significant influence simultaneously and partially. Simultaneously the influence of Transactional Leadership (X_1), Employee Engagement (X_2) and Soft Skill (X_3) on Employee Performance (Y) is 69.2%, while partially Transactional Leadership has an influence on Employee Performance giving an influence of 27,9%, Employee Engagement has an influence on Employee Performance giving an influence of 22,1% and the Soft Skill has an influence on Employee Performance giving an influence of 19,1%. It can be concluded that Transactional Leadership, Employee Engagement and Soft Skill have a significant influence on Employee Performance at PT. Banten West Java.

Keywords: *Transactional Leadership, Employee Engagement, Soft Skill and Employee Performance.*