

ABSTRAK

Penelitian ini bertujuan untuk menganalisis secara simultan dan parsial pengaruh kepemimpinan transformasional, budaya organisasi, dan *employee engagement* terhadap kinerja pegawai pada Dinas Perkebunan Provinsi Jawa Barat. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner kepada pegawai Dinas Perkebunan Provinsi Jawa Barat dengan penentuan jumlah responden menggunakan rumus slovin dan dengan teknik sampling cluster dan accidental yang menghasilkan jumlah sampel sebanyak 62 responden. Metode analisis data yang digunakan meliputi uji validitas, uji realibilitas, transformasi data dengan *Method of Successive Interval (MSI)*, analisis regresi linear berganda, korelasi berganda, koefisien determinasi, serta uji hipotesis melalui uji F dan uji t. Hasil penelitian menunjukkan bahwa secara simultan, kepemimpinan transformasional, budaya organisasi, dan *employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai sebesar 62,7%. Secara parsial kepemimpinan transformasional berpengaruh signifikan sebesar 14,1%, budaya organisasi berpengaruh signifikan sebesar 26,9%, dan *employee engagement* berpengaruh signifikan sebesar 21,7% terhadap kinerja pegawai. Diantara ketiga variabel tersebut, budaya organisasi yang memberikan pengaruh paling dominan terhadap kinerja pegawai. Temuan ini menunjukkan bahwa untuk meningkatkan kinerja pegawai secara optimal, manajemen perlu memprioritaskan perbaikan budaya organisasi disertai dengan penguatan kepemimpinan transformasional dan *employee engagement* di dalam organisasi.

Kata Kunci: Kepemimpinan Transformasional, Budaya Organisasi, *Employee Engagement*, Kinerja Pegawai.

ABSTRACT

This study aims to analyze simultaneously and partially the influence of transformational leadership, organizational culture, and employee engagement on employee performance at the West Java Provincial Plantation Service. This study uses descriptive and verification methods with a quantitative approach. Data collection techniques were carried out by distributing questionnaires to employees of the West Java Provincial Plantation Service. Service by determining the number of respondents using the slovin formula and with cluster and accidental sampling techniques which resulted in a sample of 62 respondents. Data analysis methods used include validity testing, reliability testing, data transformation with the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination, and hypothesis testing through the F test and t test. The results of the study showed that simultaneously, transformational leadership, organizational culture, and employee engagement had a positive and significant effect on employee performance by 62,7%. Partially, transformational leadership had a significant effect of 14,1%, organizational culture had a significant effect of 26,9%, and employee engagement had a significant effect of 21,7% on employee performance. Among the three variables, organizational culture has the most dominant influence on employee performance. This finding shows that to improve employee performance optimally, management needs to prioritize improving organizational culture along with strengthening transformational leadership and employee engagement within the organization.

Keywords: Transformational Leadership, Organizational Culture, Employee Engagement, Employee Performance.