

ABSTRAK

Penelitian bermanfaat guna menganalisis efektivitas kepemimpinan transformasional guna mengoptimalkan performa pegawai pada Balai Pendidikan dan Pelatihan Keagamaan Palembang. Permasalahan kajian menitikberatkan sejauh mana kepemimpinan transformasional sanggup memengaruhi performa pegawai. Kajian memanfaatkan pendekatan kuantitatif melalui penyebaran angket terhadap 70 orang pegawai selaku responden, disertai penerapan analisis regresi linear sederhana guna mengukur besarnya pengaruh kepemimpinan transformasional selaku variabel independen terhadap performa pegawai selaku variabel dependen. Temuan kajian mengindikasikan kepemimpinan transformasional termasuk kategori baik disertai nilai rerata (mean) 70,00, sedangkan performa pegawai tergolong kategori sangat baik disertai nilai rerata (mean) 87,14. Kondisi tersebut mengindikasikan pemimpin sanggup membina, mendorong, maupun memaksimalkan potensi pegawai selama melaksanakan tanggung jawab. Di samping itu, koefisien determinasi (R^2) bernilai 0,352 mengindikasikan kepemimpinan transformasional berkontribusi senilai 35,2% terhadap performa pegawai, sedangkan sisa persentase dipengaruhi faktor lain. Analisis regresi turut mengindikasikan hubungan positif tercermin melalui koefisien regresi bernilai 0,766. Koefisien regresi bernilai 0,766 mengindikasikan peningkatan penerapan kepemimpinan transformasional diikuti peningkatan performa pegawai. Berdasarkan temuan tersebut, kepemimpinan transformasional terbukti efektif guna mengoptimalkan performa pegawai. Kajian diharapkan sanggup menyumbangkan kontribusi terhadap pengembangan ilmu pengetahuan, terutama bidang kepemimpinan maupun kepegawaian, sekaligus menjadi acuan bagi instansi guna mengoptimalkan performa pegawai

Kata kunci: Efektivitas; Kepemimpinan Transformasional; Kinerja Pegawai

ABSTRACT

This research seeks to evaluate the effectiveness of transformational leadership in enhancing employee performance at Balai Diklat Keagamaan Palembang. The primary objective addresses the extent to which transformational leadership can affect employee performance. A quantitative research approach was conducted by distributing questionnaires to employees as respondents. Data were analyzed using a simple linear regression model to assess the influence of transformational leadership as the predictor variable on employee performance as the dependent variable. The results indicated that transformational leadership was categorized as high, with an average score of 70.00, while employee performance was categorized as very good, with an average score of 87.14. These findings suggest that leaders are capable of guiding, encouraging, and maximizing employees' potential while performing their responsibilities. Furthermore, the determination coefficient of 0.352 indicates that transformational leadership explains 35.2% of the variance in employee performance, while the remaining 64.8% is explained by other variables. Moreover, the regression analysis identified a positive relationship, as reflected by a regression coefficient of 0.766. The regression coefficient also shows that stronger implementation of transformational leadership is positively related to levels of employee performance. Therefore, transformational leadership practices has proven to effectively enhance employee performance. This research is expected to provide valuable contributions toward the advancement of knowledge, particularly in the fields of leadership and human resource management, while also serving as a reference for institutions seeking to improve employee performance.

Keywords: Effectiveness; Transformational Leadership; Employee Performance