

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, KETERLIBATAN PEGAWAI, DAN KOMPENSASI TERHADAP KINERJA PEGAWAI KELURAHAN DI SUKABUMI INDAH

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Kinerja pegawai merupakan indikator utama keberhasilan penyelenggaraan pelayanan publik, khususnya di tingkat kelurahan sebagai garda terdepan interaksi pemerintah dengan masyarakat. Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, keterlibatan pegawai, dan kompensasi terhadap kinerja pegawai di Kantor Kelurahan Sukabumi Indah, Bandar Lampung. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan asosiatif. Data dikumpulkan melalui instrumen kuesioner yang disebarakan kepada responden, kemudian dianalisis secara statistik untuk menguji hipotesis yang telah ditetapkan. Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja pegawai; (2) keterlibatan pegawai berpengaruh signifikan terhadap kinerja pegawai; (3) kompensasi berpengaruh signifikan terhadap kinerja pegawai; dan (4) secara simultan ketiga variabel independen tersebut memberikan pengaruh signifikan terhadap kinerja pegawai. Temuan ini memperkuat teori kepemimpinan transformasional Bass (1990), konsep keterlibatan pegawai Kahn (1990), serta teori kompensasi Milkovich & Newman (2005) yang menegaskan pentingnya kepemimpinan visioner, keterlibatan aktif, dan sistem kompensasi adil dalam meningkatkan kinerja aparatur.

Penelitian ini merekomendasikan perlunya penerapan kepemimpinan transformasional yang konsisten, peningkatan partisipasi pegawai dalam pengambilan keputusan, perbaikan sistem kompensasi berbasis kinerja, serta penerapan strategi manajemen SDM yang integratif. Dengan demikian, kinerja pegawai dapat ditingkatkan secara optimal guna mendukung pelayanan publik yang efektif, efisien, dan responsif terhadap kebutuhan masyarakat.

Kata Kunci: Gaya Kepemimpinan Transformasional, Keterlibatan Pegawai, Kompensasi, Kinerja Pegawai

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE, EMPLOYEE ENGAGEMENT, AND COMPENSATION ON THE PERFORMANCE OF VILLAGE OFFICE EMPLOYEES IN SUKABUMI INDAH

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Employee performance is a key indicator of the success of public service delivery, particularly at the village office level, which serves as the frontline of government–community interaction. This study aims to analyze the influence of transformational leadership style, employee engagement, and compensation on employee performance at the Sukabumi Indah Village Office, Bandar Lampung. The research employed a quantitative method with an associative approach. Data were collected through questionnaires distributed to respondents and analyzed statistically to test the proposed hypotheses. The results indicate that: (1) transformational leadership style has a significant effect on employee performance; (2) employee engagement significantly affects employee performance; (3) compensation significantly influences employee performance; and (4) collectively, the three independent variables have a significant impact on employee performance. These findings reinforce Bass’s (1990) transformational leadership theory, Kahn’s (1990) concept of employee engagement, and Milkovich & Newman’s (2005) compensation theory, highlighting the importance of visionary leadership, active engagement, and fair compensation systems in improving employee performance.

This research recommends the consistent application of transformational leadership, increased employee participation in decision-making, improvement of performance-based compensation systems, and the adoption of an integrative human resource management strategy. Such efforts are expected to optimize employee performance and support public services that are effective, efficient, and responsive to community needs.

Keywords: *Transformational Leadership, Employee Engagement, Compensation, Employee Performance*