# Analisis Pengaruh Kepemimpinan Transformasional, Budaya Organisasi, Motivasi, dan Kepuasan Kerja Terhadap Kinerja Karyawan Unit Produksi Teh PT. Pagilaran, Batang, Jawa Tengah

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## ABSTRAK

Penelitian ini bertujuan untuk 1) mengetahui kepemimpinan transformasional, budaya organisasi, motivasi kerja, kepuasan kerja, dan kinerja karyawan, 2) menganalisis pengaruh langsung dan tidak langsung kepemimpinan transformasional, budaya organisasi, motivasi, dan kepuasan kerja terhadap kinerja karyawan Bagian Pabrik di Unit Produksi Pagilaran PT. Pagilaran. Metode penelitian yang digunakan adalah metode deskriptif. Cara pengambilan sampel menggunakan random acak terstratifikasi proporsional dengan jumlah responden 56 karyawan. Metode analisis data dan pengujian hipotesis menggunakan Analisis Jalur. Hasil analisis menunjukan bahwa 1) variabel kepemimpinan transformasional tinggi, budaya organisasi sangat tinggi, motivasi kerja tinggi, kepuasan kerja tinggi, dan kinerja karyawan sangat tinggi; 2) kepemimpinan transformasional, budaya organisasi, dan kepuasan kerja berpengaruh langsung dan tidak langsung terhadap kinerja karyawan. Total pengaruh langsung sebesar 40,8 persen. Total pengaruh tidak langsung sebesar 28,5 persen. Total pengaruh langsung dan tidak langsung sebesar 69,3 persen.

Kata Kunci:   Kepemimpinan Transformasional, Budaya Organisasi, Motivasi Kerja, Kepuasan Kerja, Kinerja Karyawan.

**The Influence Analysis Of Transformational Leadership, Organizational Culture, Motivation And Job Satisfaction On Employee Performance At Pagilaran Tea Production Unit PT. Pagilaran, Batang, Central Java**

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## ABSTRACT

*This case aims 1) to know the level of transformational leadership, organizational culture, work motivation, job satisfaction, and employee performance 2) analyze the influence of transformational leadership, organizational culture, work motivation, and job satisfaction on factory employee performance in Pagilaran Tea Production Unit PT. Pagilaran. The research method used is descriptive method. Sampling method is Proportionate Stratified Random Sampling with the number of respondents as much as 56 employees. Methods of data analysis and hypotheses using path analysis. The result of the analysis showed that 1) the variable of transformational leadership is high, organizational culture is very high, work motivation is high, job satisfaction is high, and employee performance is very high; 2) the variable of transformational leadership, organizational culture, and job satisfaction influenced directly and indirectly to the employee performance. The total of direct effect with a large influence of 40.8 percents. The total of indirectly effect with a large influence 28.5 percents. The total of direct and indirect effect with a large influence 69.3 percents.*

*Key words: Transformational Leadership, Organizational Culture, Work Motivation, Job Satisfaction, and Employee performance*