

ABSTRAK

Pengaruh *Transactional Leadership* dan *Self-Efficacy* Dimediasi oleh *Organizational Commitment* terhadap *Job Performance* Karyawan PT. Bamboo Craft Indonesia

INTAN FITRI AYUNINGTYAS

141220225

Email : intanf558@gmail.com

Penelitian ini bertujuan untuk menganalisis pengaruh *transactional leadership* dan *self-efficacy* terhadap *job performance* dengan *organizational commitment* sebagai variabel mediasi pada karyawan PT Bamboo Craft Indonesia. Penelitian ini dilatarbelakangi oleh adanya permasalahan berupa ketidakstabilan kinerja karyawan, rendahnya inisiatif kerja tanpa pengawasan, penerapan *transactional leadership* yang belum berjalan optimal, serta masih adanya keraguan karyawan untuk keluar dari zona nyaman dan menyelesaikan pekerjaan secara lebih percaya diri. Selain itu, komitmen karyawan cenderung didasarkan pada kebutuhan dibanding keterikatan emosional terhadap organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi dalam penelitian ini adalah seluruh karyawan PT Bamboo Craft Indonesia yang berjumlah 78 orang dengan teknik pengambilan sampel menggunakan teknik sensus atau sampel total. Pengumpulan data dilakukan melalui kuesioner dan wawancara. Analisis data dilakukan menggunakan metode *Partial Least Square* (PLS) dengan bantuan software SmartPLS. Hasil penelitian menunjukkan bahwa *transactional leadership* berpengaruh positif dan tidak signifikan terhadap *job performance*. *Transactional leadership* juga berpengaruh positif dan signifikan terhadap *organizational commitment*. *Self-efficacy* tidak berpengaruh signifikan terhadap *job performance*. *Self-efficacy* berpengaruh positif dan signifikan terhadap *organizational commitment*. *Organizational commitment* berpengaruh positif dan signifikan terhadap *job performance*. *Organizational commitment* mampu memediasi pengaruh *transactional leadership* terhadap *job performance*. *Organizational commitment* juga mampu memediasi pengaruh *self-efficacy* terhadap *job performance*.

Kata kunci : *transactional leadership*, *self-efficacy*, *organizational commitment*, *job performance*.

ABSTRACT

The Effect of Transactional Leadership and Self-Efficacy Mediated by Organizational Commitment on Employee Performance at PT. Kerajinan Bambu Indonesia

INTAN FITRI AYUNINGTYAS

141220225

Email : intanf558@gmail.com

This study aims to analyze the influence of transactional leadership and self-efficacy on job performance with organizational commitment as a mediating variable in employees of PT Bamboo Craft Indonesia. This study is motivated by the existence of problems in the form of unstable employee performance, low work initiative without supervision, the implementation of transactional leadership that has not been optimally implemented, and the persistence of employee hesitation to step out of their comfort zone and complete work more confidently. In addition, employee commitment tends to be based on needs rather than emotional attachment to the organization. This study uses a quantitative approach with a survey method. The population in this study were all 78 employees of PT Bamboo Craft Indonesia with a sampling technique using a census or total sample. Data collection was carried out through questionnaires and interviews. Data analysis was carried out using the Partial Least Square (PLS) method with the help of SmartPLS software. The results showed that transactional leadership has a positive and not significant effect on job performance. Transactional leadership also has a positive and significant effect on organizational commitment. Self-efficacy does not have a significant effect on job performance. Self-efficacy has a positive and significant effect on organizational commitment. Organizational commitment has a positive and significant effect on job performance. Organizational commitment can mediate the effect of transactional leadership on job performance. Organizational commitment can also mediate the effect of self-efficacy on job performance.

Keywords: transactional leadership, self-efficacy, organizational commitment, job performance.