

ABSTRAK

Herlin Mansyur, 2024. Signifikansi Gaya Kepemimpinan Transformasional Gaya Kepemimpinan Transaksional Dan Lingkungan Kerja Terhadap Kinerja Karyawan Perusahaan Umum Daerah Air Minum Kota Makassar. Program Pascasarjana Prodi Magister Manajemen Universitas Muhammadiyah Makassar. Dibimbing oleh pembimbing I Bapak Muh. Ikram Idrus dan Pembimbing II Bapak Ahmad.

Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh signifikansi variabel gaya kepemimpinan transformasional, gaya kepemimpinan transaksional dan lingkungan kerja terhadap karyawan Perusahaan Umum Daerah Air Minum Kota Makassar. Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan kuesioner sebagai sumber pengumpulan data. Partisipan dalam penelitian ini berjumlah 86 orang dan dianalisis dengan pendekatan deskriptif, uji validitas, dan juga reliabilitas, uji asuksi klasik, analisis regresi linear berganda serta pengujian hipotesis.

Hasil Penelitian ini berdasarkan perhitungan dengan SPSS v.25 diperoleh t hitung hasil pengujian hipotesis variabel Gaya Kepemimpinan Transformasional sebesar 7,434 sedangkan nilai t tabel sebesar 1,663. Berdasarkan hasil diperoleh dapat disimpulkan $7,434 > 1,663$, maka Gaya Kepemimpinan Transformasional mempunyai pengaruh signifikan terhadap Kinerja Karyawan, Variabel Gaya Kepemimpinan Transaksional sebesar -6,729 sedangkan nilai t tabel sebesar 1,663. Berdasarkan hasil diperoleh dapat disimpulkan $-6,729 < 1,663$, maka Gaya Kepemimpinan Transaksional tidak mempunyai pengaruh signifikan terhadap Kinerja Karyawan, dan Variabel Lingkungan Kerja diperoleh t hitung sebesar 7,293 dan nilai t tabel sebesar 1,663. Berdasarkan hasil yang diperoleh ditarik kesimpulan bahwa Lingkungan Kerja mempunyai pengaruh signifikan terhadap Kinerja Karyawan.

Kata Kunci: Gaya Kepemimpinan Transformasional, Gaya Kepemimpinan Transaksional, Lingkungan Kerja, Dan Kinerja Karyawan

ABSTRACT

Herlin Mansyur, 2024. The Significance of Transformational Leadership Style, Transactional Leadership Style, and Work Environment on the Performance of Employees of Makassar City Regional Drinking Water Company. Supervised by Muh. Ikram Idrus and Ahmad.

This research aimed to analyze and explain the significant influence of the variables transformational leadership style, transactional leadership style and work environment on employees of the Makassar City Regional Drinking Water Company. This type of research was quantitative research using questionnaires as a source of data collection. There were 86 participants in this research and were analyzed using a descriptive approach, validity and reliability tests, classical assumption tests, multiple linear regression analysis and hypothesis testing.

The results of this research were based on calculations with SPSS v.25. The t-statistics results of hypothesis testing for the Transformational Leadership Style variable was 7.434 while the t-table value was 1.663. Based on the results obtained, it can be concluded that $7.434 > 1.663$, then the Transformational Leadership Style got significant influence on Employees' Performance. The Transactional Leadership Style variable was -6.729 while the t table value was 1.663. Based on the results obtained, it can be concluded that $-6.729 < 1.663$, then the Transactional Leadership Style does not have a significant influence on Employees' Performance, and the Work Environment Variable obtained was a t count was 7.293 and a t table value was 1.663. Based on the results obtained, it can be concluded that the work environment has a significant influence on employees' performance.

Keywords: *Transformational Leadership Style, Transactional Leadership Style, Work Environment, and Employees' Performance*



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