

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional, perilaku inovatif terhadap prestasi kerja dimediasi oleh kepuasan kerja karyawan Dinas Perindustrian dan Perdagangan Unit Pelaksana Teknis Industri Kulit dan Produk Kulit Magetan. Penelitian ini merupakan penelitian kuantitatif dengan jumlah responden sebanyak 112 karyawan. Analisis data dalam penelitian ini menggunakan analisis jalur dengan aplikasi PLS. Hasil penelitian menunjukkan bahwa 1) kepemimpinan transformasional berpengaruh secara signifikan terhadap prestasi kerja karyawan. 2) perilaku inovatif berpengaruh secara signifikan terhadap prestasi kerja karyawan. 3) kepuasan kerja berpengaruh secara signifikan terhadap prestasi kerja karyawan. 4) kepemimpinan transformasional berpengaruh secara signifikan terhadap kepuasan kerja karyawan. 5) perilaku inovatif berpengaruh secara signifikan terhadap kepuasan kerja karyawan. 6) kepuasan kerja memoderasi pengaruh kepemimpinan transformasional dengan prestasi karyawan. 7) kepuasan kerja memoderasi pengaruh perilaku inovatif dengan prestasi karyawan.

**Kata Kunci:** Kepemimpinan Transformasional, Perilaku Inovatif, Prestasi Kerja, dan Kepuasan Kerja

## **ABSTRACT**

*The Effect of Transformational Leadership and Innovative Behavior towards Work Performance Mediated by Employee Job Satisfaction of the Industry and Trade Service, Technical Implementation Unit of Leather and Leather Products Industry, Magetan.*

*This study aimed to determine the effect of transformational leadership and innovative behavior towards work performance mediated by employee job satisfaction of the Industry and Trade Service, Technical Implementation Unit of Leather and Leather Products Industry Magetan. This study was a quantitative with 112 employees as respondents. Data analysis in this study used path analysis with PLS application. The results of the study indicate: 1) transformational leadership has a significant effect towards employee work performance, 2) innovative behavior has a significant effect towards employee work performance, 3) job satisfaction has a significant effect towards employee work performance, 4) transformational leadership has a significant effect towards employee work satisfaction, 5) innovative behavior has a significant effect towards employee work satisfaction, 6) job satisfaction moderates the effect of transformational leadership towards employee performance, 7) job satisfaction moderates the effect of innovative behavior towards employee performance.*

*Keywords: Transformational Leadership, Innovative Behaviour, Work Performance, Job Satisfaction.*