

ABSTRAK

Yuliana Romlah Budiarti. 2024. Pengaruh *Transformational Leadership* dan *Organizational Culture* Terhadap Kinerja Karyawan PT. Kaibon Indah. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Tujuan penelitian ini adalah menunjukkan secara empiris apakah ada pengaruh *Transformational Leadership* dan *Organizational Culture* Terhadap Kinerja Karyawan PT. Kaibon Indah. Sampel penelitian sebanyak 94 responden. Metode penelitian yang digunakan pada penelitian ini menggunakan analisa deskriptif kuantitatif melalui penggunaan teknik uji validitas, uji reliabilitas, analisis regresi, dan koefisien determinasi menggunakan bantuan program statistic computer SPSS versi 25.0 for windows.

Hasil dalam penelitian ini menunjukkan bahwa (1) *Transformational Leadership* tidak berpengaruh terhadap kinerja karyawan pada PT. Kaibon Indah. (2) *Organizational Culture* berpengaruh terhadap kinerja karyawan pada PT. Kaibon Indah. *Transformational leadership* memiliki nilai koefisien yang positif sebesar 0.216 dengan sig-t sebesar 0,138. *Organizational culture* memiliki nilai koefisien yang positif sebesar 0,765 dengan sig-t sebesar 0,000. Implikasi penelitian ini adalah PT. Kaibon Indah memerlukan perbaikan dan memperhatikan gaya kepemimpinan *Transformational Leadership* yang di jalankan di perusahaan.

Kata Kunci: *Transformational Leadership*, *Organizational Culture*, dan Kinerja Karyawan.

ABSTRAK

Yuliana Romlah Budiarti. 2024. The Influence of Transformational Leadership and Organizational Culture on Employee Performance at PT. Kaibon Indah. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

The purpose of this study is to empirically show whether there is an influence of Transformational Leadership and Organizational Culture on Employee Performance at PT. Kaibon Indah. The research sample was 94 respondents. The research method used in this study uses quantitative descriptive analysis through the use of validity test techniques, reliability tests, regression analysis, and coefficient of determination using the assistance of the SPSS computer statistical program version 25.0 for windows.

results of this study indicate that (1) Transformational Leadership does not affect employee performance at PT. Kaibon Indah. (2) Organizational Culture affects employee performance at PT. Kaibon Indah. Transformational leadership has a positive coefficient value of 0.216 with a sig-t of 0.138. Organizational culture has a positive coefficient value of 0.765 with a sig-t of 0.000. The implication of this study is that PT. Kaibon Indah needs improvement and attention to the Transformational Leadership style implemented in the company.

Keywords: Transformational Leadership, Organizational Culture, and Employee Performance.