

ABSTRAK

Penelitian ini dimaksudkan untuk mengetahui pengaruh positif dan signifikan kepemimpinan transformasional terhadap komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh positif dan signifikan budaya kerja terhadap komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh positif dan signifikan kepemimpinan transformasional terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh positif dan signifikan budaya kerja terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh positif dan signifikan komitmen kerja terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh secara simultan kepemimpinan transformasional dan budaya kerja terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, pengaruh tidak langsung kepemimpinan transformasional terhadap kinerja karyawan melalui komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara, serta pengaruh tidak langsung budaya kerja terhadap kinerja karyawan melalui komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara. Sampel terdiri dari 87 karyawan PT Telkom Akses Wilayah Surabaya Utara. Analisis data dilakukan dengan analisis jalur. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara, budaya kerja berpengaruh positif dan signifikan terhadap komitmen kerja karyawan PT Telkom Akses Wilayah Surabaya Utara, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, budaya kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, komitmen kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, kepemimpinan transformasional dan budaya kerja secara simultan berpengaruh terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, komitmen kerja tidak memediasi pengaruh tidak langsung kepemimpinan transformasional terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara, serta komitmen kerja tidak memediasi pengaruh tidak langsung budaya kerja terhadap kinerja karyawan PT Telkom Akses Wilayah Surabaya Utara.

Kata kunci : Kepemimpinan Transformasional, Budaya Kerja, Komitmen Kerja, Kinerja Karyawan

ABSTRACT

This research is intended to find out the positive and significant influence of transformational leadership on the work commitments of employees of PT Telkom Akses North Surabaya Area, the positive and significant influence of work culture on the work commitments of employees of PT Telkom Akses North Surabaya Area, the positive and significant influence of transformational leadership on the performance of employees of PT Telkom Akses North Surabaya Area, positive and significant influence of work culture on PT Telkom Akses employee performance North Surabaya Area, positive and significant effect of work commitment on PT Telkom Akses employee performance North Surabaya Area, simultaneous influence of transformational leadership and work culture on PT Telkom Akses employee performance North Surabaya Area, the indirect effect of transformational leadership on employee performance through the work commitment of PT Telkom Akses North Surabaya Area , and the indirect influence of work culture on employee performance aryan through the work commitment of the employees of PT Telkom Akses North Surabaya Area. The sample consisted of 87 employees of PT Telkom Akses North Surabaya Area. Data analysis was performed by path analysis. The results showed that transformational leadership had a positive and significant effect on the work commitments of employees of PT Telkom Akses North Surabaya Area, work culture had a positive and significant effect on the work commitments of employees of PT Telkom Akses North Surabaya Area, transformational leadership had a positive and significant effect on the performance of employees of PT Telkom Akses North Surabaya Area, work culture has a positive and significant effect on the performance of employees of PT Telkom Akses North Surabaya Area, work commitment has a positive and significant effect on the performance of employees of PT Telkom Akses North Surabaya Area, transformational leadership and work culture simultaneously affect the performance of employees of PT Telkom Akses North Surabaya Area, work commitment does not mediate the indirect effect of transformational leadership on the performance of employees of PT Telkom Akses North Surabaya Area, and work commitment does not mediate influence indirectly. the direct work culture towards the performance of the employees of PT Telkom Akses North Surabaya Area.

Keywords: Transformational Leadership, Work Culture, Work Commitments, Employee Performance