

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional dan motivasi terhadap kinerja di lingkungan Pemerintah Kabupaten Ogan Komering Ulu bagian Kesra Setda Okubaik secara parsial maupun simultan. Penelitian ini menggunakan metode analisis regresi linear berganda. Teknik pengumpulan data yang digunakan yaitu metode kuesioner, metode *interview* dan metode dokumentasi. Penelitian ini mempunyai 4 tahapan yang harus dipenuhi yaitu tahap persiapan, tahap penelitian, dan tahap penyelesaian. Subjek dalam penelitian ini adalah seluruh pegawai yang ada di ruangan Kesra Oku yang berjumlah 35 orang yang terdiri atas 25 laki-laki dan 10 perempuan. Dari hasil analisis dan pembahasan yang telah dilakukan, maka dapat disimpulkan bahwa dilihat dari hasil uji hipotesis secara parsial uji t, didapat bahwa variabel Kepemimpinan Transformasional ( $X_1$ ) lebih kecil pengaruhnya terhadap Kinerja Karyawan yakni sebesar 2.345 dan Motivasi ( $X_2$ ) sebesar 6.429. Dilihat dari hasil uji hipotesis secara simultan (uji f), menunjukkan F hitung > F tabel ( $94.323 > 3.30$ ) maka  $H_0$  ditolak  $H_a$  diterima. Sedangkan hasil koefisien determinasi Adjusted R Squares sebesar 0.859. Hal ini berarti 85,9% kinerja dapat dijelaskan oleh variabel Kepemimpinan Transformasional dan Motivasi terhadap variabel kinerja sebesar 85.9% sedangkan sisanya yaitu 14.1% dipengaruhi oleh variabel lainnya di luar variabel yang di masukan dalam model penelitian ini yaitu tanggung jawab dan insentif. Hal ini membuktikan bahwa terdapat pengaruh kepemimpinan transformasional dan motivasi terhadap kinerja di lingkungan Pemerintah Kabupaten Ogan Komering Ulu bagian Kesra Setda Oku.

**Kata kunci :** Kepemimpinan Transformasional, Motivasi, Kinerja.

## ABSTRACT

This study aimed to determine the influence of transformational leadership and motivation on performance of the Public Welfare Section of Regional Secretariat Oku, in the Government of Ogan Komering Ulu Regency, either partially or simultaneously. This study used multiple linear regression analysis method. Data collection techniques used were the questionnaire method, interview method and documentation method. This research had 4 stages that must be fulfilled, namely the preparation stage, the research stage, and the completion stage. The subjects in this study were all employees in the Oku Welfare Room, totaling 35 people consisting of 25 men and 10 women. From the results of the analysis and discussion that had been carried out, it could be concluded that judging from the results of the partial hypothesis test t test, it was found that the variable Transformational Leadership ( $X_1$ ) had a smaller influence on Employees' Performance which was equal to 2,345 and Motivation ( $X_2$ ) was equal to 6,429. Judging from the results of simultaneous hypothesis testing (f test), it showed  $F_{count} > F_{table}$  ( $94.323 > 3.30$ ) then  $H_0$  was rejected  $H_a$  was accepted. Meanwhile, the coefficient of determination of Adjusted R Squares was 0.859. This meant that 85.9% of performance can be explained by the variable Transformational Leadership and Motivation on the performance variable of 85.9% while the remaining 14.1% was influenced by other variables outside the variables included in this research model, namely responsibility and incentives. This proves that there was an influence of transformational leadership and motivation on performance within the Public Welfare Section of the Regional Secretariat of Ogan Komering Ulu District Oku.

**Keywords :** Transformational Leadership, Motivation, Performance.