

***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP BEHAVIOR,
TRAINING, MOTIVATION, AND ORGANIZATIONAL COMMITMENT ON
EMPLOYER'S PERFORMANCE
(Census on Civil Servant at Regional Secretariat
Tasikmalaya Regency)***

ABSTRACT

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This research aimed to know and to analyze the influence of transformational leadership behavior, training, motivation, and organizational commitment on employer's performance of civil servant at regional secretariat Tasikmalaya Regency imultaneously and partialy.

The methode used in this research was census method. The research instrument used is questionnaire which analyzed by descriptif analisis and quantitative analisis with Path Analysis.

The descriptive analisis concluded partialy that the transformational leadership behavior, training, motivation, organizational commitment and employer's performance of civil servant at regional secretariat Tasikmalaya Regency were good. Simultanly concluded that the transformational leadership behavior, training, motivation, and organizational commitment had significant effect on employer's performance of civil servant at regional secretariat Tasikmalaya Regency.

Keywords :Transformational leadership behavior, training, motivation, commitment and performance

**PENGARUH PERILAKU KEPEMIMPINAN TRANSFORMASIONAL,
PELATIHAN, MOTIVASI KERJA DAN KOMITMEN ORGANISASI
TERHADAP KINERJA
(Sensus pada Pegawai Negeri Sipil di Sekretariat Daerah
Kabupaten Tasikmalaya)**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh perilaku kepemimpinan transformasional, pelatihan, motivasi kerja dan komitmen organisasi terhadap kinerja pegawai negeri sipil di sekretariat daerah Kabupaten Tasikmalaya baik secara parsial maupun simultan.

Metode penelitian yang digunakan adalah metode sensus. Instrumen penelitian menggunakan kuesioner yang dianalisis melalui analisis deskriptif dan kuantitatif menggunakan teknik analisis jalur (*Path Analysis*).

Hasil penelitian menyimpulkan bahwa secara parsial perilaku kepemimpinan transformasional, pelatihan, motivasi kerja, komitmen organisasi dan kinerja pegawai negeri sipil di sekretariat daerah Kabupaten Tasikmalaya termasuk kategori baik. Secara simultan menyimpulkan bahwa perilaku kepemimpinan transformasional, pelatihan, motivasi kerja, dan komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai negeri sipil di sekretariat daerah Kabupaten Tasikmalaya.

Kata Kunci : Perilaku kepemimpinan transformasional, pelatihan, motivasi kerja, komitmen organisasi dan kinerja