

ABSTRACT

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND
PERCEIVED ORGANIZATIONAL SUPPORT
ON EMPLOYEE PERFORMANCE THROUGH WORK ENGAGEMENT
AS AN MEDIASI VARIABLE**

(A Study on Employees of PT. Arti Kraft Indonesia)

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This study aimed to determine and analyze the influence of Transformational Leadership and Perceived Organizational Support on Employee Performance with Work Engagement as an Mediasi variable. This study used a quantitative approach with a survey method through questionnaires. The sampling technique used was purposive sampling with a total of 61 employee respondents. The data analysis tool used was SmartPLS Version 4.0. The results showed that Transformational Leadership and Perceived Organizational Support had a positive and significant effect on Work Engagement. In addition, Work Engagement had a positive and significant effect on Employee Performance. The results of this study also showed that Work Engagement was proven to act as a full mediating variable in the relationship between Transformational Leadership and Perceived Organizational Support on Employee Performance. This meant that the better the leadership and organizational support perceived, the higher the work engagement of employees and the greater the impact on employee performance.

Keywords: *Transformasional Leadership, Perceived Organizational Support, Work Engagement, Employee Performance.*

ABSTRAK
PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN
PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *EMPLOYEE
***PERFORMANCE* MELALUI *WORK ENGAGEMENT* SEBAGAI**
VARIABEL MEDIASI

(Penelitian Pada Karyawan PT. Arti Kraft Indonesia)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Transformational Leadership* dan *Perceived Organizational Support* terhadap *Employee Performance* dengan *Work Engagement* sebagai variabel Mediasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* dengan jumlah responden sebanyak 61 orang karyawan. Alat analisis data yang digunakan adalah SmartPLS Versi 4.0. Hasil penelitian menunjukkan bahwa Kepemimpinan Transformasional dan *Perceived organizational support* berpengaruh positif dan signifikan terhadap *Work engagement*. Selain itu, *Work engagement* berpengaruh positif dan signifikan terhadap *Employee Performance*. Hasil penelitian ini juga menunjukkan bahwa *Work engagement* terbukti mampu berperan sebagai variabel mediasi penuh dalam hubungan *Transformational Leadership* dan *Perceived organizational support* terhadap *Employee Performance*. Artinya, semakin baik kepemimpinan dan dukungan organisasi yang dirasakan, maka *work engagement* karyawan meningkat dan berdampak pada peningkatan kinerja karyawan.

Kata Kunci: *Transformational Leadership, Perceived organizational support, Work engagement, Employee Performance.*