

ABSTRACT

THE DETERMINANTS OF PERFORMANCE-BASED LEADERSHIP, MANAGERIAL CAPABILITY, AND ORGANIZATIONAL JUSTICE ON THE PERFORMANCE OF REVENUE-GENERATING LOCAL GOVERNMENT AGENCIES IN GARUT REGENCY THROUGH PUBLIC SERVICE COMMITMENT

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This study aims to analyze the influence of performance-based leadership, managerial capability, and organizational justice on the performance of Regional Government Agencies (OPD) generating Local Own-Source Revenue (PAD) in Garut Regency, with public service commitment as a mediating variable. The research employed a survey method. Data were collected through questionnaires distributed to 84 heads of revenue-generating OPDs in Garut Regency. Data analysis was conducted using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS). The results indicate that descriptively, all variables fall within the fairly good to good category. Inferential analysis reveals that performance-based leadership and managerial capability have a positive and significant effect on the performance of revenue-generating OPDs, while organizational justice does not have a direct effect on performance. However, performance-based leadership, managerial capability, and organizational justice significantly influence public service commitment. Furthermore, public service commitment has a positive and significant effect on the performance of revenue-generating OPDs. Mediation testing demonstrates that public service commitment acts as a partial mediator in the relationship between performance-based leadership and managerial capability on performance, and as a full mediator in the relationship between organizational justice and performance.

Keywords: *performance-based leadership, managerial capability, organizational justice, public service commitment, OPD performance, local own-source revenue (PAD).*

ABSTRAK

DETERMINASI KEPEMIMPINAN BERBASIS KINERJA, KAPABILITAS MANAJERIAL, DAN KEADILAN ORGANISASI TERHADAP KINERJA OPD PENGHASIL PAD DI KABUPATEN GARUT MELALUI KOMITMEN PELAYANAN PUBLIK

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Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan berbasis kinerja, kapabilitas manajerial, dan keadilan organisasi terhadap kinerja OPD penghasil Pendapatan Asli Daerah (PAD) di Kabupaten Garut dengan komitmen pelayanan publik sebagai variabel mediasi. Metode penelitian yang digunakan adalah metode survey. Data dikumpulkan melalui penyebaran kuesioner kepada 84 pimpinan OPD penghasil PAD di Kabupaten Garut. Analisis data dilakukan menggunakan Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa secara deskriptif seluruh variabel berada pada kategori cukup baik hingga baik. Secara inferensial, kepemimpinan berbasis kinerja dan kapabilitas manajerial berpengaruh positif dan signifikan terhadap kinerja OPD penghasil PAD, sedangkan keadilan organisasi tidak berpengaruh langsung terhadap kinerja. Namun demikian, kepemimpinan berbasis kinerja, kapabilitas manajerial, dan keadilan organisasi berpengaruh signifikan terhadap komitmen pelayanan publik. Selanjutnya, komitmen pelayanan publik terbukti berpengaruh positif dan signifikan terhadap kinerja OPD penghasil PAD. Pengujian mediasi menunjukkan bahwa komitmen pelayanan publik berperan sebagai partial mediation pada hubungan kepemimpinan berbasis kinerja dan kapabilitas manajerial terhadap kinerja, serta sebagai full mediation pada hubungan keadilan organisasi terhadap kinerja.

Kata kunci: kepemimpinan berbasis kinerja, kapabilitas manajerial, keadilan organisasi, komitmen pelayanan publik, kinerja OPD, PAD.