

ABSTRACT

THE INFLUENCE OF TRAINING AND TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE

*(Research on Non-Managerial Employees at PT. BPR Artha Galunggung
Perseroda Tasikmalaya)*

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This study was motivated by the importance of improving employee performance in facing increasingly complex organizational demands, as well as the need for effective human resource management through appropriate training and leadership. The purpose of this study was to identify and analyze the influence of training and transformational leadership on the performance of non-managerial employees at PT. BPR Artha Galunggung Perseroda Tasikmalaya. The research method used was a survey with a quantitative approach. The sampling technique employed was saturated sampling. Data were collected through the distribution of questionnaires to 75 respondents. Data analysis utilized path analysis with SPSS version 19 as the analytical tool. The results of this study indicated that training had a positive influence on employee performance, transformational leadership had a positive influence on employee performance, and training and transformational leadership had a positive influence on the performance of non-managerial employees at PT. BPR Artha Galunggung Perseroda Tasikmalaya. The results of this study were expected to serve as a consideration for the company in improving employee performance through effective training and leadership management.

Keywords: *Training, Transformational Leadership, Employee Performance*

ABSTRAK
PENGARUH PELATIHAN DAN KEPEMIMPINAN
TRANSFORMASIONAL TERHADAP KINERJA PEGAWAI
(Penelitian pada Pegawai Non Manajer PT. BPR Artha Galunggung Perseroda
Tasikmalaya)

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Penelitian ini dilatarbelakangi oleh pentingnya peningkatan kinerja pegawai dalam menghadapi tuntutan organisasi yang semakin kompleks serta perlunya pengelolaan sumber daya manusia yang efektif melalui pelatihan dan kepemimpinan yang tepat. Penelitian ini bertujuan untuk mengetahui serta menganalisis pengaruh pelatihan dan kepemimpinan transformasional terhadap kinerja pegawai non manajer di PT. BPR Artha Galunggung Perseroda Tasikmalaya. Metode penelitian yang digunakan adalah survei dengan pendekatan kuantitatif. Teknik sampel penelitian ini menggunakan sampel jenuh. Pengumpulan data dilakukan dengan penyebaran kuesioner kepada 75 responden. Analisis data menggunakan analisis jalur dengan alat analisis yang digunakan yaitu SPSS versi 19. Hasil penelitian ini menunjukkan bahwa pelatihan berpengaruh positif terhadap kinerja pegawai, kepemimpinan transformasional berpengaruh positif terhadap kinerja pegawai, serta pelatihan dan kepemimpinan transformasional berpengaruh positif terhadap kinerja pegawai non manajer di PT. BPR Artha Galunggung Perseroda Tasikmalaya. Hasil penelitian ini diharapkan dapat menjadi bahan pertimbangan bagi perusahaan dalam meningkatkan kinerja pegawai melalui pengelolaan pelatihan dan kepemimpinan yang efektif.

Kata Kunci : Pelatihan, Kepemimpinan Transformasional, Kinerja Pegawai