

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN BUDAYA
ORGANISASI TERHADAP KINERJA PEGAWAI DI DINAS
PEMBERDAYAAN PEREMPUAN PERLINDUNGAN ANAK DAN
KELUARGA BERENCANA (DP3AKB) PROVINSI JAWA BARAT**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional dan budaya organisasi terhadap kinerja pegawai di Dinas Pemberdayaan Perempuan, Perlindungan Anak, dan Keluarga Berencana (DP3AKB) Provinsi Jawa Barat. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Teknik pengambilan sampel menggunakan metode sampling jenuh (sensus) dengan melibatkan seluruh populasi pegawai, yaitu sebanyak 69 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linear berganda, uji asumsi klasik, analisis koefisien determinasi, uji normalitas, serta uji t dan uji F. Hasil uji t menunjukkan bahwa kepemimpinan transformasional memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Sedangkan budaya organisasi tidak berpengaruh signifikan terhadap kinerja pegawai. Hasil uji F menunjukkan bahwa kepemimpinan transformasional dan budaya organisasi secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai di DP3AKB Provinsi Jawa Barat. Kesimpulan penelitian ini menunjukkan bahwa kepemimpinan transformasional memiliki peran yang lebih dominan dalam meningkatkan kinerja pegawai dibandingkan budaya organisasi. Oleh karena itu, disarankan agar instansi memperkuat praktik kepemimpinan transformasional guna meningkatkan efektivitas dan produktivitas pegawai secara berkelanjutan.

Kata Kunci: Kepemimpinan Transformasional, Budaya Organisasi, Kinerja Pegawai

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND
ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE IN THE WOMEN'S
EMPOWERMENT, CHILD PROTECTION AND FAMILY PLANNING SERVICE
(DP3AKB) OF WEST JAVA PROVINCE**

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ABSTRACT

This study aims to analyze the influence of transformational leadership and organizational culture on employee performance at the Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) of West Java Province. This research employs a quantitative method with a descriptive and verificative. The sampling technique used is a census (saturated sampling) method, involving the entire population of employees, totaling 69 respondents. Data were collected through questionnaires and analyzed using multiple linear regression, classical assumption tests, determination coefficient analysis, normality tests, as well as t-tests and F-tests. The t-test results indicate that transformational leadership has a positive and significant effect on employee performance. However, organizational culture does not have a significant effect on employee performance. The F-test results show that transformational leadership and organizational culture simultaneously have a significant effect on employee performance at DP3AKB of West Java Province. The study concludes that transformational leadership has a more dominant role in enhancing employee performance compared to organizational culture. Therefore, it is recommended that the institution strengthen transformational leadership practices to sustainably improve employee effectiveness and productivity.

Keywords: Transformational Leadership, Organizational Culture Employee Performance