

ABSTRAK

Keberhasilan yang didapatkan oleh organisasi pemerintahan tidak terlepas dari kontribusi yang dilakukan oleh pegawai untuk tujuan instansi. Kinerja yang baik akan menentukan keberhasilan dari suatu organisasi. Organisasi ialah suatu kesatuan sosial yang dikoordinasikan untuk mencapai tujuan dari visi dan misi. Penelitian ini bertujuan untuk menganalisis variabel gaya kepemimpinan transformasional, disiplin kerja dan *employee engagement* secara parsial terhadap kinerja pegawai di Kantor Kecamatan Sumbersari Jember dan apakah variabel gaya kepemimpinan transformasional, disiplin kerja dan *employee engagement* memiliki pengaruh yang signifikan terhadap kinerja pegawai di Kantor Kecamatan Sumbersari Jember. Sampel dalam penelitian ini berjumlah 35 pegawai. Teknik pengambilan sampel menggunakan teknik sampling jenuh. Jenis penelitian yang digunakan yaitu kuantitatif. Populasi dalam penelitian ini seluruh pegawai Kecamatan Sumbersari Jember. Metode untuk pengujian dengan melihat pengaruh variabel independent terhadap variabel dependent menggunakan regresi linier berganda pada *software SPSS 22*. Hasil dari penelitian ini menggunakan uji t, diperoleh nilai koefisien variabel gaya kepemimpinan transformasional (X_1) nilai signifikan hitung sebesar $0,998 > 0,05$ dan t hitung $(-0,003) < t$ tabel $(2,040)$, variabel disiplin kerja (X_2) nilai signifikan hitung sebesar $0,026 < 0,05$ dan t hitung $(2,336) > t$ tabel $(2,040)$, variabel *employee engagement* (X_3) nilai signifikan hitung sebesar $0,370 > 0,05$ dan t hitung $(-0,910) < t$ tabel $(2,040)$. Hasil penelitian uji T secara parsial yang menunjukkan bahwa gaya kepemimpinan transformasional berpengaruh tidak signifikan terhadap kinerja pegawai di Kantor Kecamatan Sumbersari Jember, disiplin kerja berpengaruh signifikan terhadap kinerja pegawai di Kantor Kecamatan Sumbersari Jember, dan *employee engagement* berpengaruh tidak signifikan terhadap kinerja pegawai di Kantor Kecamatan Sumbersari Jember. Hasil *adjusted R square* sebesar $0,279$ yang menunjukkan bahwa pengaruh yang diberikan variabel gaya kepemimpinan transformasional (X_1), disiplin kerja (X_2) dan *employee engagement* (X_3) terhadap variabel kinerja pegawai (Y) sebesar $27,9\%$, dan terdapatnya faktor lain yang dapat mempengaruhi kinerja pegawai sebesar $72,1\%$ di Kantor Kecamatan Sumbersari Jember selain gaya kepemimpinan transformasional, disiplin kerja, dan *employee engagement* yaitu motivasi kerja, dan kepribadian.

Kata kunci : Gaya kepemimpinan transformasional, Disiplin kerja,*Employee engagement*

ABSTRACT

The success obtained by government organizations is inseparable from the contributions made by employees to the goals of the agency. Good performance will determine the success of an organization. Organization is a social unity that is coordinated to achieve the goals of the vision and mission. This study aims to partially analyze the variables of transformational leadership style, work discipline and employee engagement on employee performance in the Sumbersari Jember Subdistrict Office and whether the variables of transformational leadership style, work discipline and employee engagement have a significant influence on employee performance in the Sumbersari Jember Subdistrict Office. The sample in this study was 35 employees. The sampling technique uses a saturated sampling technique. The type of research used is quantitative. The population in this study was all employees of The Sumbersari District of Jember. The method for testing by looking at the effect of independent variables on dependent variables uses multiple linear regression in SPSS 22 software. The results of this study using the t test obtained the coefficient value of the transformational leadership style variable (X_1) calculated significant value of $0.998 > 0.05$ and t count $(-0.003) < t$ table (2.040) , work discipline variable (X_2) calculated significant value of $0.026 < 0.05$ and t count $(2.336) > t$ table (2.040) , employee engagement variable (X_3) significant value calculated by $0.370 > 0.05$ and t count $(-0.910) < t$ table (2.040) . The results of the partial T-test study showed that transformational leadership style had an insignificant effect on employee performance at the Sumbersari Jember Subdistrict Office, work discipline had a significant effect on employee performance at the Sumbersari Jember Subdistrict Office, and employee engagement had an insignificant effect on employee performance at the Sumbersari Jember Subdistrict Office. The adjusted R square results of 0.279 showed that the influence given by the variables transformational leadership style (X_1), work discipline (X_2) and employee enagegement (X_3) on the employee performance variable (Y) was 27.9%, and there were other factors that could affect employee performance by 72.1% in the Sumbersari Jember District Office in addition to the tansformational leadership style, work discipline, and employee engagement, namely work motivation, and personality.

Keywords: Transformational leadership style, Work discipline, Employee engagement