

## ABSTRAK

Berdasarkan identifikasi permasalahan pada realisasi tugas dan fungsi Badan Perencanaan dan Pembangunan Daerah Kabupaten Jember menunjukkan capaian kerja atas indikator masih belum mencapai target yang diharapkan, sehingga fenomena penelitian ialah “kurang optimalnya kinerja pegawai BAPPEDA Kabupaten Jember dalam menjalankan tugas dan fungsi”. Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh kepemimpinan transformasional dan *Self-efficacy* terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Jember melalui *Innovative work behavior* sebagai variabel intervening. Metode penelitian yang digunakan untuk mencapai tujuan tersebut adalah metode penelitian deskriptif dan kuantitatif. Jumlah populasi dan sampel penelitian sebanyak 98 responden sehingga teknik sampling yang dipakai adalah sampling jenuh (sensus). Pengujian hipotesis dilakukan dengan pengujian Variance-based SEM atau Partial Least Square (SEM-PLS) dengan program WarpPLS 8.0. Hasil analisa data menunjukkan bahwa (1) kepemimpinan transformasional dan *self efficacy* terhadap *innovative work behavior* pada Badan Perencanaan Pembangunan Daerah Kabupaten Jember. (2) Kepemimpinan transformasional, *self efficacy* dan *innovative work behavior* terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Jember. (3) Kepemimpinan transformasional dan *self efficacy* terhadap kinerja pegawai melalui *innovative work behavior* pada Badan Perencanaan Pembangunan Daerah Kabupaten Jember.

**Kata Kunci:** kepemimpinan transformasional, *self-efficacy innovative work behavior* dan kinerja pegawai

## ABSTRACT

*Based on the identification of problems in the realization of the tasks and functions of the Jember Regency Regional Development Planning Agency, it shows that the work achievement of the indicators has not yet reached the expected target, so that the research phenomenon is "the less than optimal performance of BAPPEDA Jember Regency employees in carrying out their duties and functions". The purpose of this study was to test and analyze the influence of transformational leadership and Self-efficacy on the performance of employees of the Jember Regency Regional Development Planning Agency through Innovative work behavior as an intervening variable. The research method used to achieve these objectives is a descriptive and quantitative research method. The population and sample of the study were 98 respondents so that the sampling technique used was saturated sampling (census). Hypothesis testing was carried out by testing Variance-based SEM or Partial Least Square (SEM-PLS) with the WarpPLS 8.0 program. The results of the data analysis showed that (1) transformational leadership and self-efficacy on innovative work behavior at the Jember Regency Regional Development Planning Agency. (2) Transformational leadership, self-efficacy and innovative work behavior on the performance of employees of the Jember Regency Regional Development Planning Agency. (3) Transformational leadership and self-efficacy on employee performance through innovative work behavior at the Regional Development Planning Agency of Jember Regency.*

**Key words:** *transformational leadership, Self-efficacy, Innovative work behavior & performancw*