

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung tentang pengaruh gaya kepemimpinan transformasional, lingkungan kerja dan motivasi kerja terhadap kinerja sekretaris desa dengan komitmen Organisasi desa sebagai variabel intervening pada perangkat Desa di Kabupaten Jember. Jumlah sampel Penelitian ini adalah 80 dengan menggunakan teknik *purposive sampling*. Teknik analisis yang digunakan adalah *Structural Equation Model* (SEM) dengan menggunakan SmartPLS 3.0. Hasil analisis data menunjukkan bahwa (1) gaya kepemimpinan transformasional berpengaruh terhadap komitmen sekretaris desa (2) motivasi kerja berpengaruh terhadap komitmen sekretaris desa (3) lingkungan kerja tidak berpengaruh signifikan terhadap komitmen sekretaris desa, (4) gaya kepemimpinan transformasional tidak berpengaruh signifikan terhadap kinerja sekretaris desa, (5) motivasi kerja berpengaruh signifikan terhadap kinerja sekretaris desa, (6) lingkungan kerja berpengaruh signifikan terhadap kinerja sekretaris desa, (7) komitmen sekretaris desa berpengaruh signifikan terhadap kinerja sekretaris desa, (8) gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja sekretaris desa melalui komitmen sekretaris desa sebagai variabel intervening, (9) motivasi kerja berpengaruh signifikan terhadap kinerja sekretaris desa melalui komitmen sekretaris desa sebagai variabel intervening, dan (10) lingkungan kerja berpengaruh signifikan terhadap kinerja sekretaris desa melalui komitmen sekretaris desa sebagai variabel intervening.

Kata Kunci: Gaya Kepemimpinan Transformasional, Motivasi Kerja, Lingkungan Kerja, Komitmen Pegawai, dan Kinerja Pegawai

ABSTRACT

The aim of this research is to find out directly or indirectly about the influence of transformational leadership style, work environment and work motivation on the performance of village secretaries with village organizational commitment as an intervention variable in village officials in Jember Regency. The number of samples for this research was 80 using purposive sampling techniques. The analysis technique used is Structural Equation Model (SEM) using SmartPLS 3.0. The results of data analysis show that (1) transformational leadership style has an effect on village secretary commitment (2) work motivation has an effect on village secretary commitment (3) work environment has no significant effect on village secretary commitment, (4) transformational leadership style has no significant effect on performance village secretary, (5) work motivation has a significant effect on the performance of the village secretary, (6) the work environment has a significant effect on the performance of the village secretary, (7) the commitment of the village secretary has a significant effect on the performance of the village secretary, (8) transformational leadership style has a significant effect on the performance village secretary through the village secretary's commitment as an intervening variable, (9) work motivation has a significant effect on the village secretary's performance through the village secretary's commitment as an intervening variable, and (10) the work environment has a significant effect on the village secretary's performance through the village secretary's commitment as an intervening variable.

Keyword: Transformational Leadership Style, Work Motivation, Work Environment, Organizational Commitment, and Staff Performance

