

ABSTRACT

Khoirul Anam, 120211100154, The Effect of Performance Assessment and Transformational Leadership Style on the Employee's Performance of CV. Panca Dara at University of Trunojoyo Madura. Under the guidance of Dr. Hj. Iriani Ismail, Dra., MM and Helmi Buyung Aulia S, ST., SE., MMT.

This study is conducted by using quantitative approach with survey and questionnaire distributing method. Population in this study is as much as 116 employees with the total sample are 54 employees. Sampling method uses slovin formula, and simple random sampling is used as sample recruitment technique. This study is analyzed by using multiple linier regressions analysis test, to test the instrument in this study, classical assumption test is used, then t test and F test are used as analysis technique to test the hypothesis. The result of this study is partially, the performance assessment has a significant effect on the employee's performance. It can be seen from the value regression coefficient (B) which is 0,333, and has a significance value of $0.014 < \alpha = 0.05$. While the result of t_{count} is $2.542 > t_{table}$ is 1.67528. Partially, transformational leadership style has a significant effect on the employee's performance. It can be seen from the value regression coefficient (B) which is 0,355, and has a significance value of $0.015 < \alpha = 0.05$. While the result of t_{count} is $2.531 > t_{table}$ is 1.67528. Together or simultaneously, performance assessment and transformational leadership style has a significant effect on the employee's performance. It can be seen from the value of F_{count} is $65.050 > F_{table}$ is 3.18 with significance level of $0.000 < 0.05$. Dominantly, performance assessment has more effect on the employee's performance than transformational leadership style. It can be seen from Beta coefficient value of performance assessment which is $0,436 >$ Beta coefficient value of transformational leadership style which is 0,434.

Keywords: Performance Assessment, Transformational Leadership Style, Employee's Performance.

ABSTRAK

Khoirul Anam, 120211100154, Pengaruh Penilaian Kinerja dan Gaya Kepemimpinan Transformasional terhadap Kinerja Karyawan CV. Panca Dara di Universitas Trunojoyo Madura. Di bawah bimbingan Dr. Hj. Iriani Ismail, Dra., MM dan Helmi Buyung Aulia S, ST., SE., MMT.

Penelitian ini dilakukan dengan pendekatan kuantitatif, menggunakan metode survey dan penyebaran kuesioner. Populasi dalam penelitian ini sebanyak 116 orang karyawan, dengan jumlah sampel sebanyak 54 orang karyawan. Metode pengambilan sampel menggunakan rumus slovin, serta teknik penarikan sampel menggunakan *simple random sampling*. Penelitian ini dianalisis menggunakan uji analisis regresi linier berganda, untuk menguji instrumen penelitian ini menggunakan uji asumsi klasik, serta teknik analisis untuk menguji hipotesis menggunakan uji t dan uji F. Hasil penelitian ini adalah, secara parsial penilaian kinerja berpengaruh signifikan terhadap kinerja karyawan. Hal ini dapat dilihat dengan nilai koefisien regresi (B) sebesar 0.333, dan memiliki nilai signifikansi sebesar $0.014 < \alpha = 0.05$. Sedangkan hasil t_{hitung} sebesar $2.542 > t_{tabel}$ sebesar 1.67528. Secara parsial gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan. Hal ini dapat dilihat dengan nilai koefisien regresi (B) sebesar 0.355, dan memiliki nilai signifikansi sebesar $0.015 < \alpha = 0.05$. Sedangkan hasil t_{hitung} sebesar $2.531 > t_{tabel}$ sebesar 1.67528. Secara bersama-sama atau simultan penilaian kinerja dan gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan. Hal ini dapat dilihat dari nilai F_{hitung} sebesar $65.050 > F_{tabel}$ sebesar 3.18 dengan tingkat signifikansi $0.000 < 0.05$. Secara dominan penilaian kinerja lebih berpengaruh terhadap kinerja karyawan, daripada gaya kepemimpinan transformasional. Hal ini dapat dilihat dari nilai koefisien Beta penilaian kinerja sebesar $0.436 >$ dari nilai koefisien Beta gaya kepemimpinan transformasional sebesar 0.434.

Kata Kunci: Penilaian Kinerja, Gaya Kepemimpinan Transformasional, Kinerja Karyawan.