

**HUBUNGAN ANTARA BUDAYA ORGANISASI DAN  
KEPEMIMPINAN TRANSFORMASIONAL DENGAN  
KINERJA PEGAWAI**

**(STUDI KASUS PADA PEGAWAI UPT BPPSDMP  
KEMENTERIAN PERTANIAN DI BOGOR)**

**TESIS**

**Diajukan untuk memenuhi sebagian persyaratan  
Memperoleh gelar Magister Manajemen**

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**PROGRAM STUDI MANAJEMEN  
PROGRAM PASCASARJANA  
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2019**

## LEMBAR PERSETUJUAN

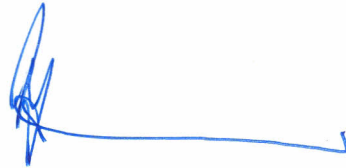
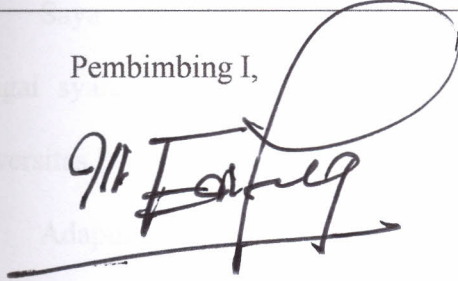
### DISETUJUI DAN DISAHKAN OLEH PEMBIMBING TESIS

Nama dan Tanda Tangan

Nama dan Tanda Tangan

Pembimbing I,

Pembimbing II,



Dr. H. M. Entang, MA.

Dr. Widodo Sunaryo, MBA, S.Psi.

Tanggal .. 8/2 2019 ..

Tanggal .. 12/2 2019 ..

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Ketua, <sup>1)</sup>

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Keterangan :

- 1) Direktur Program Pascasarjana
- 2) Ketua Program Studi Manajemen

## ABSTRAK

**Doni Mariyanto. 2019.** Hubungan Antara Budaya Organisasi Dan Kepemimpinan Transformasional Dengan Kinerja Pegawai (Studi Kasus Pada Pegawai UPT BPPSDMP Kementerian Pertanian Di Bogor). Tesis, Program Studi Manajemen, Program Pascasarjana Universitas Pakuan, Bogor. Pembimbing I: Dr. H.M. Entang, M.A., Pembimbing II: Dr. Widodo Sunaryo, MBA, S.Psi.

Tujuan penelitian ini adalah untuk mengetahui hubungan antara budaya organisasi dan kepemimpinan transformasional secara bersama-sama dengan kinerja pegawai. Penelitian ini dilakukan di UPT BPPSDMP Kementerian Pertanian di Bogor. Populasi dalam penelitian ini adalah jumlah pegawai Aparatur Sipil Negara (ASN) dengan jabatan fungsional umum sebanyak 140 orang, dan menghasilkan sampel sebanyak 104 menggunakan rumus *slovin*.

Hasil penelitian menunjukkan (1) terdapat hubungan positif dan signifikan antara budaya organisasi dengan kinerja pegawai dengan nilai koefisien korelasi ( $r$ ) sebesar 0,848. Kontribusi budaya organisasi ( $X_1$ ) terhadap kinerja pegawai ( $Y$ ) dihitung berdasarkan nilai koefisien determinasi nilai R Square = 0,719, atau 71,9% kontribusi budaya organisasi ( $X_1$ ) membentuk kinerja pegawai ( $Y$ ), (2) terdapat hubungan positif dan signifikan antara kepemimpinan transformasional dengan kinerja pegawai dengan nilai koefisien korelasi ( $r$ ) sebesar 0,747. Kontribusi kepemimpinan transformasional ( $X_2$ ) terhadap kinerja pegawai ( $Y$ ) dihitung berdasarkan nilai koefisien determinasi nilai R Square = 0,558, atau 55,8% kontribusi kepemimpinan transformasional ( $X_2$ ) membentuk kinerja pegawai ( $Y$ ), (3) terdapat hubungan positif dan signifikan antara budaya organisasi dan kepemimpinan transformasional secara bersama-sama dengan kinerja pegawai dengan nilai koefisien korelasi ( $r$ ) sebesar 0,853. Kontribusi budaya organisasi ( $X_1$ ) dan kepemimpinan transformasional ( $X_2$ ) secara bersama-sama terhadap kinerja pegawai ( $Y$ ) dihitung berdasarkan nilai koefisien determinasi nilai Adjusted R Square ( $R^2$ ) = 0,727, atau 72,7% kinerja pegawai dipengaruhi oleh budaya organisasi dan kepemimpinan transformasional secara simultan.

**Kata Kunci :** Budaya Organisasi, Kepemimpinan Transformasional, Kinerja Pegawai



## ABSTRACT

**Doni Mariyanto, 2019.** *Correlation Between Organizational Culture and Transformational Leadership with Employee Performance with Employee Performance (Case Study of Employees UPT BPPSDMP Ministry of Agriculture in Bogor). Education Management, Graduate Program, Pakuan University. Supervisor: Dr. H.M. Entang, M.A, Co-Supervisor: Dr. Widodo Sunaryo, MBA, S.Psi.*

*The purpose of this study is to determine the correlation between organizational culture and transformational leadership together with the performance of employees at the UPT BPPSDMP Ministry of Agriculture in Bogor. The population in this study was the number of employees of the Official Government (ASN) with general functional positions as many 140 people. With a total sample taken amounted to 104 with Slovin formula.*

*The results showed (1) there is a positive and significant correlation between organizational culture and employee performance with a correlation coefficient ( $r$ ) of 0,848. The contribution of organizational culture ( $X_1$ ) to employee performance ( $Y$ ) is calculated based on the determination coefficient value, it is known that the value of R Square = 0,719, This means that organizational culture ( $X_1$ ) forms a contribution of 71,9% to employee performance ( $Y$ ). (2) there is a positive and significant correlation between transformational leadership and employee performance with a correlation coefficient ( $r$ ) of 0.747. Transformational leadership contribution ( $X_2$ ) to employee performance ( $Y$ ) is calculated based on the determination coefficient value of R Square = 0,558, This means that transformational leadership ( $X_2$ ) forms a contribution of 55,8% to employee performance ( $Y$ ). (3) there is a positive and significant correlation between organizational culture and transformational leadership together with employee performance with the value of the correlation coefficient ( $r$ ) of 0,853. The contribution of organizational culture ( $X_1$ ) and transformational leadership ( $X_2$ ) together on employee performance ( $Y$ ) is calculated based on the determination coefficient value Adjusted R Square ( $R^2$ ) = 0,727, this shows that 72,7% employee performance is influenced by organizational culture and transformational leadership.*

**Keywords:** *Organizational Culture, Transformational Leadership, Employees Performance*