

ABSTRAK

Nurwahida Amran, 2024. Pengaruh Gaya Kepemimpinan Transformasional dan Etos Kerja Terhadap Kinerja Pegawai Pada Balai Pelaksanaan Jalan Nasional Maluku Utara. Di bimbing oleh Abdul Wahab Hasyim dan Rahmat Sabuhari.

Penelitian ini dilakukan untuk mengetahui pengaruh gaya kepemimpinan transgormasional dan etos kerja terhadap kinerja pegawai pada Balai Pelaksanaan Jalan Nasional Maluku Utara. Metode penelitian ini adalah metode kuantitatif dengan mengumpulkan data melalui kuesioner. Pengambilan sampel yang digunakan yaitu *nonprobability sampling* dengan pendekatan *sampling* jenuh yang berjumlah 125 pegawai. Teknik analisis data menggunakan *regresi linear* dengan *statistical package for social scientists for windows* sebagai alat uji statistik. Hasil penelitian menunjukkan bahwa: Gaya kepemimpinan transformasional berpengaruh signifikan secara parsial terhadap variabel kinerja pegawai; Etos kerja berpengaruh signifikan secara parsial terhadap variabel kinerja pegawai; Gaya kepemimpinan transformasi dan variabel etos kerja secara simultan berpengaruh positif terhadap variabel kinerja pegawai.

Kata Kunci: *Kepemimpinan Transformasional, Etos Kerja, dan Kinerja Pegawai.*

ABSTRACT

Nurwahida Amran, 2024. *The Effect of Transformational Leadership Style and Work Ethic on Employee Performance at the North Maluku National Road Implementation Center. Supervised by Abdul Wahab Hashim and Rahmat Sabuhari.*

This study was conducted to determine the effect of transgormational leadership style and work ethic on employee performance at the North Maluku National Road Implementation Center. This research method is a quantitative method by collecting data through a questionnaire. The sampling used was nonprobability sampling saturated sampling approach with totaling 125 employees. Data analysis techniques using linear regression with statistical package for social scientists for windows as a statistical test tool. The results showed that: Transformational leadership style has a partially significant effect on employee performance variables; Work ethic has a partially significant effect on employee performance variables; Transformational leadership style and work ethic variables simultaneously have a positive effect on employee performance variables.

Keywords: *Transformational Leadership ; Work Ethic; Employee and Performance*