

## **ABSTRAK**

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Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *servant leadership* terhadap kinerja pegawai melalui kepuasan kerja dan komitmen organisasional sebagai variabel mediasi. Penelitian ini dilakukan di Puskesmas yang berlokasi di Desa Laiwui dengan jumlah sampel 58 responden. Pengumpulan data dilakukan dengan penyebaran kuesioner melalui *google form* dengan skala likert 1-5. Analisis data menggunakan metode kuantitatif PLS-SEM (Partial Least Square-Structural Equation Modeling) dengan bantuan software Smart PLS. Hasil penelitian menunjukkan bahwa *servant leadership* berpengaruh positif dan signifikan terhadap kinerja pegawai. *Servant leadership* berpengaruh positif dan signifikan terhadap kepuasan kerja. *Servant leadership* berpengaruh positif dan signifikan terhadap komitmen organisasional. Kepuasan kerja tidak berpengaruh signifikan terhadap kinerja pegawai. Komitmen organisasional tidak berpengaruh signifikan terhadap kinerja pegawai. *Servant leadership* tidak berpengaruh signifikan terhadap kinerja pegawai melalui kepuasan kerja. *Servant leadership* tidak berpengaruh signifikan terhadap kinerja pegawai melalui komitmen organisasional.

### *Abstract*

*This research aims to test and analyze the influence of servant leadership on employee performance through job satisfaction and organizational commitment as mediating variables. This research was conducted at the Community Health Center located in Laiwui Village with a sample size of 58 respondents. Data collection was carried out by distributing questionnaires via Google Form with a Likert scale of 1-5. Data analysis uses the quantitative method PLS-SEM (Partial Least Square-Structural Equation Modeling) with the help of Smart PLS software. The research results show that servant leadership has a positive and significant effect on employee performance. Servant leadership has a positive and significant effect on job satisfaction. Servant leadership has a positive and significant effect on organizational commitment. Job satisfaction does not have a significant effect on employee performance. Organizational commitment does not have a significant effect on employee performance. Servant leadership does not have a significant effect on employee performance through job satisfaction. Servant leadership does not have a significant effect on employee performance through organizational commitment.*