

ABSTRACT

The performance of public health center employees needs to be considered because they have an important role in supporting healthy Indonesian programs. Based on the presentation of attendance and the level of achievement of work targets, organizational commitment and employee performance of UPTD Puskesmas DTP Binong are high. Every completion of the task in accordance with the standards and targets can not be separated from the role of the leader. To support employee performance, leadership patterns need to be tailored to the needs of the organization. In this regard, it is necessary to conduct research on leadership patterns in order to improve employee performance, especially research related to transformational leadership that has been carried out in different countries and sectors.

Through this research, it was conducted to measure the direct influence and indirect influence of transformational leadership on the variable performance of employees of UPTD Puskesmas DTP Binong with organizational commitment as an intervening variable. Methods of data collection were carried out through questionnaires using 92 respondents, namely all Service Technical of UPTD Puskesmas DTP Binong, both health and non-health workers. The data analysis technique used in this study is descriptive analysis and path analysis using IBM SPSS 21.

Based on data processing using IBM SPSS 21, it can be seen that the level of transformational leadership, organizational commitment and employee performance of UPTD Puskesmas DTP Binong is very high. Whereas based on the path analysis the influence of transformational leadership on employee performance through organizational commitment is greater, which is 0.45528 from the direct influence of transformational leadership on employee performance, which is 0.45200.

As for the results of hypothesis testing, it can be seen that transformational leadership has a significant positive influence on organizational commitment, transformational leadership has a significant positive influence on employee performance and organizational commitment has a significant positive influence on employee performance. In addition, it can be seen that transformational leadership has a significant positive influence on employee performance through organizational commitment as an intervening variable.

Based on the results of the study, in order to improve the performance of UPTD Puskesmas DTP Binong employees, leaders should be able to optimize transformational leadership patterns because transformational leadership patterns can increase commitment in work so that employees can produce their best performance. The results of this study are expected to complement the literature related to the influence of transformational leadership on employee performance with organizational commitment as an intervening variable.

Keywords: Human Resource Management, Organizational Behavior, Transformational Leadership, Organizational Commitment, Employee Performance

