

ABSTRAK

Virgi Maula Hasmy. 02220210031. Pengaruh Budaya Organisasi dan Gaya Kepemimpinan Transformasional terhadap Kinerja Pegawai pada Kantor Kejaksaan Negeri Makassar. Dibimbing oleh Imaduddin dan Amir. Penelitian ini bertujuan untuk menelaah secara komprehensif bagaimana budaya organisasi serta gaya kepemimpinan transformasional berkontribusi dalam meningkatkan kinerja pegawai di Kantor Kejaksaan Negeri Makassar. Studi ini menggunakan desain penelitian kuantitatif dengan populasi mencakup seluruh pegawai sebanyak 109 orang, serta pengambilan sampel dilakukan dengan teknik sampling jenuh. Data dikumpulkan melalui observasi lapangan dan penyebaran kuesioner berskala Likert. Teknik analisis yang digunakan meliputi statistik deskriptif, uji asumsi klasik, dan regresi linear berganda, serta dilengkapi dengan uji koefisien determinasi (R^2), uji parsial (t), dan uji simultan (f) menggunakan perangkat lunak SPSS. Hasil penelitian membuktikan bahwa budaya organisasi dan gaya kepemimpinan transformasional secara nyata dan positif memengaruhi kinerja pegawai. Keduanya terbukti memberikan kontribusi signifikan terhadap peningkatan kinerja pegawai di Kantor Kejaksaan Negeri Makassar.

Kata kunci: Budaya Organisasi, Kepemimpinan Transformasional, Kinerja Pegawai.

ABSTRACT

Virgi Maula Hasmy. 02220210031. *The Influence of Organizational Culture and Transformational Leadership Style on Employee Performance at the Makassar District Attorney's Office*. Supervised by Imaduddin and Amir. This study aims to comprehensively examine how organizational culture and transformational leadership style contribute to improving employee performance at the Makassar District Attorney's Office. This study employs a quantitative research design with a population comprising all 109 employees, and sampling was conducted using the saturated sampling technique. Data were collected through field observation and the distribution of Likert-scale questionnaires. The analytical techniques used include descriptive statistics, classical assumption tests, and multiple linear regression, supplemented by the coefficient of determination test (R^2), partial test (t), and simultaneous test (F) using SPSS software. The results of the study prove that organizational culture and transformational leadership style significantly and positively influence employee performance. Both variables are proven to make a significant contribution to improving employee performance at the Makassar District Attorney's Office.

Keywords: Organizational Culture, Transformational Leadership, Employee Performance.