


**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN PERSEPSI
DUKUNGAN ORGANISASI TERHADAP KINERJA DOSEN MELALUI
MOTIVASI KERJA SEBAGAI VARIABEL MEDIASI PADA DOSEN
UNIVERSITAS SWASTA DAERAH ISTIMEWA YOGYAKARTA**

Fransditya Ega Pratama

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional dan persepsi dukungan organisasi terhadap kinerja dosen melalui motivasi kerja sebagai variabel mediasi pada dosen Universitas Swasta Daerah Istimewa Yogyakarta. Populasi dalam penelitian ini adalah dosen Universitas Swasta Daerah Istimewa Yogyakarta. Metode pengambilan sampel yang digunakan adalah metode *snowball sampling*, yaitu teknik penentuan sampel yang mula-mula jumlahnya kecil, kemudian membesar. Sampel yang diperoleh sebanyak 105 responden. Analisis data yang digunakan dalam penelitian ini yaitu analisis regresi linier sederhana menggunakan aplikasi SPSS 25 dan uji Sobel. Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional berpengaruh positif motivasi kerja. (2) persepsi dukungan organisasi berpengaruh positif motivasi kerja. (3) kepemimpinan transformasional berpengaruh positif kinerja dosen. (4) persepsi dukungan organisasi berpengaruh positif terhadap kinerja dosen. (5) motivasi berpengaruh positif terhadap kinerja dosen. (6) kepemimpinan transformasional berpengaruh secara positif terhadap kinerja dosen melalui motivasi kerja. (7) persepsi dukungan organisasi berpengaruh secara positif terhadap kinerja dosen melalui motivasi kerja.

Kata Kunci: *Kepemimpinan Transformasional, Persepsi Dukungan Organisasi, Kinerja Dosen, Motivasi Kerja*

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***THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND
PERCEIVED ORGANIZATIONAL SUPPORT ON LECTURER
PERFORMANCE THROUGH WORK MOTIVATION AS A MEDIATING
VARIABLE IN PRIVATE UNIVERSITY LECTURERS IN YOGYAKARTA
SPECIAL REGION***

Fransditya Ega Pratama

Abstract

This research is aimed to analyze the effect of transformational leadership and perceived organizational support on lecturer performance through work motivation as a mediating variable in private university lecturers in the Yogyakarta Special Region. The population in this study was lecturers at a private university in the Special Region of Yogyakarta. The sampling method used was the snowball sampling method and sample obtained consisted of 105 respondents. The data analysis used in this study involved linear regression analysis using the SPSS 25 application and the Sobel test. The results showed that (1) transformational leadership has a positive effect on work motivation, (2) perceived organizational support has a positive effect on work motivation, (3) transformational leadership positively affects lecturer performance, (4) perceived organizational support has a positive effect on lecturer performance, (5) motivation has a positive effect on lecturer performance, (6) transformational leadership has a positive effect on lecturer performance through work motivation, and (7) perceived organizational support has a positive effect on lecturer performance through work motivation.

Keywords: *Transformational Leadership, Perceived Organizational Support, Lecturer Performance, Work Motivation*