

**PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN STRES KERJA  
TERHADAP KINERJA KARYAWAN GENERASI Z DI DAERAH  
ISTIMEWA YOGYAKARTA PADA INDUSTRI *FASHION***

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* dan stres kerja terhadap kinerja karyawan generasi z di Daerah Istimewa Yogyakarta pada industri fashion. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* dengan sampel sebanyak 96 karyawan. Pengumpulan data primer dilakukan dengan penyebaran kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan program IBM SPSS 26. Hasil instrumen penelitian menunjukkan valid dan reliabel. Pada hasil uji t variabel *transformational leadership* dengan nilai t hitung  $10,645 > 1,986$  dengan nilai sig  $0,000 < 0,05$  yang berarti memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Pada hasil uji t variabel *stres kerja* dengan hasil nilai t hitung  $-8,487 < 1,986$  dan nilai sig  $0,000 < 0,05$  yang berarti memiliki pengaruh negatif dan tidak signifikan terhadap kinerja karyawan. Pada hasil uji F menunjukkan bahwa *transformational leadership* dan stres kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan dengan nilai  $0,000 < 0,05$ . Berdasarkan hasil koefisiensi determinasi, menunjukkan nilai Adjusted R square sebesar 0,622 artinya 62,2% variasi pada variabel kinerja karyawan jelaskan oleh variabel *transformational leadership* dan stres kerja, sementara sisanya 37,8% dijelaskan oleh variabel lain yang tidak dimasukkan ke dalam model penelitian.

**Kata Kunci:** *Transformational Leadership, Stres Kerja, Kinerja Karyawan*



***THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND WORK STRESS ON THE PERFORMANCE OF GENERATION Z EMPLOYEES IN THE FASHION INDUSTRY AT THE SPECIAL REGION OF YOGYAKARTA***

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***Abstract***

*This study aims to investigate the impact of transformational leadership and work-related stress on the performance of Generation Z employees in the Special Region of Yogyakarta, specifically within the fashion industry. The sampling method employed is purposive sampling, with a sample size of 96 employees. Primary data collection is conducted through the distribution of questionnaires that have been tested for both validity and reliability. The analysis in this study utilizes the IBM SPSS version 26 software. The results of the research instruments indicate that they are both valid and reliable. The t-test results for the transformational leadership variable revealed a t-value of 10.645, which exceeds the critical value of 1.986, and a significance value of 0.000, which is less than 0.05. This result indicates that transformational leadership has a positive and significant influence on employee performance. The results of the t-test indicate that the variable of work stress has a t-value of -8.487, which is less than the critical value of 1.986, and a significance value of 0.000, which is less than 0.05. This result suggests that work stress has a statistically insignificant negative influence on employee performance. Conversely, the results of the F-test demonstrate that transformational leadership and work stress, when considered together, have a significant effect on employee performance, with a significance value of 0.000, which is less than 0.05. Furthermore, the determination coefficient reveals an Adjusted R-squared value of 0.622, indicating that the variables of transformational leadership and work stress can explain 62.2% of the variation in employee performance. In comparison, the remaining 37.8% is attributed to other factors not included in the research model.*

***Keywords:*** *Transformational Leadership, Work Stress, Employee Performance*

