

# **ANALISIS PENGARUH KOMITMEN ORGANISASI, GAYA KEPEMIMPINAN TRANSAKSIONAL DAN KEMAMPUAN KERJA TERHADAP KINERJA KARYAWAN PADA KOPERASI SIMPAN PINJAM (KSP) CREDIT UNION (CU) DHARMA PRIMA KITA YOGYAKARTA**

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui “Analisis Pengaruh Komitmen Organisasi, Gaya Kepemimpinan Transaksional dan Kemampuan Kerja Terhadap Kinerja Karyawan Pada KSP CU Dharma Prima Kita Yogyakarta”. Jenis penelitian ini adalah penelitian kuantitatif yaitu penelitian yang menjelaskan hubungan antar variable, menguji teori dan fenomena sosial yang diteliti. Populasi dalam penelitian ini adalah Karyawan Pada KSP CU Dharma Prima Kita Yogyakarta, sebanyak 30 karyawan. Dengan teknik pengumpulan data menggunakan kuesioner yang dilakukan dengan cara penyebaran angket dan daftar pertanyaan kepada 30 responden. Berdasarkan hasil uji t dapat dilihat Komitmen Organisasi berpengaruh signifikan terhadap Kinerja Karyawan, Gaya Kepemimpinan Transaksional tidak memiliki pengaruh signifikan terhadap Kinerja Karyawan serta Kemampuan Kerja memiliki pengaruh signifikan terhadap Kinerja Karyawan. Berdasarkan hasil uji F Komitmen Organisasi, Gaya Kepemimpinan Transaksional dan Kemampuan Kerja secara simultan (bersama-sama) memiliki pengaruh signifikan terhadap Kinerja Karyawan.

**Kata Kunci:** Komitmen Organisasi, Gaya Kepemimpinan Transaksional, Kemampuan Kerja, Kinerja Karyawan

**ANALYSIS OF THE INFLUENCE OF ORGANIZATIONAL  
COMMITMENT, TRANSACTIONAL LEADERSHIP STYLE AND WORK  
ABILITY ON EMPLOYEE PERFORMANCE AT KOPERASI SIMPAN  
PINJAM (KSP) CREDIT UNION (CU) DHARMA PRIMA KITA  
YOGYAKARTA**

**ABSTRACT**

*This research aims to determine "Analysis of the Effect of Organizational Commitment, Transactional Leadership Style and Work Ability on Employee Performance at KSP CU Dharma Prima Kita Yogyakarta". This type of research is quantitative research, namely research that explains the relationship between variables, testing the theory and social phenomena under study. The population in this study were employees at KSP CU Dharma Prima Kita Yogyakarta, as many as 30 employees. With the data collection technique using a questionnaire which is carried out by distributing questionnaires and a list of questions to 30 respondents. Based on the results of the *t* test it can be seen that Organizational Commitment has a significant effect on Employee Performance, Transactional Leadership Style does not have a significant effect on Employee Performance and Work Ability has a significant effect on Employee Performance. Based on the results of the *F* test Organizational Commitment, Transactional Leadership Style and Work Ability simultaneously (together) have a significant influence on employee performance.*

**Keywords:** *Organizational Commitment, Transactional Leadership Style, Work Ability, Employee Performance*