

## **INTISARI**

Tujuan penelitian ini untuk mengetahui pengaruh gaya kepemimpinan transformasional dan lingkungan kerja non fisik terhadap kinerja pegawai.

Penelitian ini dilakukan di Perwakilan BKKBN DIY dengan populasi sebanyak 31 pegawai. Penelitian ini menggunakan metode kuantitatif dengan analisis regresi linier berganda.

Hasil penelitian menunjukkan variabel gaya kepemimpinan transformasional dan lingkungan kerja non fisik berpengaruh secara simultan terhadap kinerja pegawai, sedangkan uji parsial menunjukkan hanya variabel lingkungan kerja non fisik yang berpengaruh signifikan dan positif terhadap kinerja pegawai.

Kata Kunci : gaya kepemimpinan transformasional, lingkungan kerja non fisik, dan kinerja pegawai

## **ABSTRACT**

The purpose of this research was to determine the effect of transformational leadership style and non-physical work environment on employee performance.

This research was conducted in BKKBN DIY with a population of 31 employees. This research uses quantitative method with multiple linear regression analysis.

The result of this research shows that transformational leadership style variables and non-physical work environment influence simultaneously to employee performance, whereas partial test shows only non-physical work environment variable which has significant and positive effect on employee performance.

Keywords: transformational leadership style, non-physical work environment, and employee performance