

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara kepemimpinan transformasional dengan motivasi berprestasi pada karyawan bank di Kota Singkawang. Hipotesis yang diajukan adalah terdapat hubungan positif antara variable kepemimpinan transformasional dengan variable motivasi berprestasi. Sebanyak 117 orang subjek berpartisipasi dalam penelitian ini. Data dikumpulkan melalui skala kepemimpinan transformasional dan motivasi berprestasi, kemudian dianalisis menggunakan korelasi *Pearson* karena data berdistribusi normal. Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara kepemimpinan transformasional dan motivasi berprestasi ($r = 0,414$; $p < 0,05$). Artinya, semakin tinggi kepemimpinan transformasional yang dirasakan karyawan, semakin tinggi pula motivasi mereka untuk berprestasi. Hubungan kepemimpinan transformasional dengan setiap aspek motivasi berprestasi menunjukkan bahwa kepemimpinan transformasional berkorelasi paling tinggi dengan aspek *need for achievement* (*nAch*), diikuti oleh *need for dominance* (*nDom*), sedangkan korelasi dengan *need for affiliation* (*nAff*) dan *need for autonomy* (*nAut*) tidak signifikan. Pada hasil tambahan disimpulkan bahwa tidak terdapat perbedaan motivasi berprestasi berdasarkan jenis kelamin maupun masa kerja. Maka dari itu hipotesis pada penelitian ini diterima.

Kata kunci: *kepemimpinan transformasional, motivasi berprestasi, need for achievement, need for affiliation, need for dominance.*

Abstract

This study aims to examine the relationship between transformational leadership and achievement motivation among bank employees in Singkawang City. The proposed hypothesis is that there is a positive relationship between transformational leadership and achievement motivation. A total of 117 participants took part in this study. Data were collected using the transformational leadership scale and the achievement motivation scale, and were analyzed using Pearson correlation as the data were normally distributed. The results indicate a significant positive relationship between transformational leadership and achievement motivation ($r = 0.414$; $p < 0.05$). This means that the higher the transformational leadership perceived by employees, the higher their motivation to achieve. The relationship between transformational leadership and each aspect of achievement motivation shows that transformational leadership has the highest correlation with the need for achievement (nAch), followed by the need for dominance (nDom), while the correlations with the need for affiliation (nAff) and the need for autonomy (nAut) were not significant. Additional findings reveal that there were no differences in achievement motivation based on gender or length of service. Therefore, the hypothesis of this study is accepted.

Keywords: *achievement motivation, need for achievement, need for affiliation, need for dominance, transformational leadership.*