

## ABSTRAKSI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *spiritual leadership* dan *learning orientation* terhadap kinerja karyawan dengan motivasi intrinsik sebagai variabel intervening pada PT. Union Sampoerna Triputra Persada (USTP) Kalimantan Barat.

Populasi yang digunakan adalah seluruh PT. Union Sampoerna Triputra Persada (USTP) Kalimantan sebesar 594 orang (diluar pimpinan), dan sampel yang digunakan sebanyak 100 responden. Dalam penelitian ini teknik pengambilan sampel yang digunakan ini adalah *Cluster Random Sampling*. Alat analisisnya menggunakan path analysis, namun terlebih dahulu dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa *spiritual leadership* dan *learning orientation* mempunyai pengaruh positif terhadap motivasi intrinsik. *Spiritual leadership*, *learning orientation* dan motivasi intrinsik mempunyai pengaruh positif terhadap kinerja karyawan. Motivasi intrinsik terbukti mampu memediasi *spiritual leadership* terhadap kinerja karyawan, artinya bahwa semakin pemimpin mampu menerapkan nilai-nilai spiritual ke dalam praktek kepemimpinannya, maka dapat menjadi panutan atau teladan bagi bawahannya dalam bekerja, sehingga akan memotivasi dalam diri karyawan dalam meningkatkan kinerja karyawan secara maksimal. Motivasi intrinsik mampu memediasi pengaruh *learning orientation* terhadap kinerja karyawan.

**Kata Kunci :** *Spiritual leadership*, *learning orientation*, motivasi intrinsik dan kinerja karyawan.

## **ABSTRACT**

*This study aims to determine and analyze influence the effect spiritual leadership and learning orientation on employee performance with intrinsic motivation as an intervening variable at PT. Union Sampoerna Triputra Persada (USTP) of West Borneo.*

*The population used is all PT. Union Sampoerna Triputra Persada (USTP) West Borneo amounted to 594 people (outside the leadership), with a total sample of 100 respondents. The sampling technique used in this study is Cluster Random Sampling. The analysis tool is the path analysis, which was previously tested for validity and reliability as well as the classic assumption test.*

*The test results show that spiritual leadership and learning orientation have a positive influence on intrinsic motivation. Spiritual leadership, learning orientation and intrinsic motivation have a positive influence on employee performance. Intrinsic motivation is proven to be able to mediate spiritual leadership on employee performance, meaning that the more leaders are able to apply spiritual values into their leadership practices, then it can be a role model for their subordinates at work, so that it will motivate employees to improve employee performance optimally. Intrinsic motivation is able to mediate the effect of learning orientation on employee performance.*

**Keywords:** *Spiritual leadership, learning orientation, intrinsic motivation and employee performance.*