

## ABSTRAK

Penelitian ini dimaksudkan untuk menganalisis serta mengidentifikasi bagaimana pengaruh kepemimpinan transformasional terhadap motivasi berprestasi, komitmen organisasi terhadap motivasi berprestasi, kepemimpinan transformasional terhadap kinerja karyawan, komitmen organisasi dan motivasi berprestasi terhadap kinerja karyawan. Populasi pada penelitian ini adalah seluruh karyawan di PT Asia Pacific Fibers Tbk sebanyak 2448 karyawan dengan sampel sebanyak 100 responden yang dikalkulasi menggunakan rumus Slovin. Hasil analisis penelitian menunjukkan bahwa kepemimpinan transformasional dan komitmen organisasi berpengaruh positif dan signifikan terhadap motivasi berprestasi. Kepemimpinan transformasional, komitmen organisasi dan motivasi berprestasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

**Kata Kunci:** *Kepemimpinan Transformasional, Motivasi Berprestasi, Komitmen Organisasi, Kinerja Karyawan*



## **ABSTRACT**

*This study is intended to analyze and identify how the influence of transformational leadership on achievement motivation, organizational commitment to achievement motivation, transformational leadership on employee performance, organizational commitment and achievement motivation on employee performance. The population in this study were 2448 employees at PT Asia Pacific Fibers Tbk with a sample of 100 respondents who were calculated using the Slovin formula. The results of the research analysis showed that transformational leadership and organizational commitment have a positive and significant effect on achievement motivation. Transformational leadership, organizational commitment and achievement motivation have a positive and significant effect on employee performance.*

**Keywords:** Transformational Leadership, Achievement Motivation, Organizational Commitment, Employee Performance

