

## RINGKASAN

Penelitian ini merupakan penelitian kuantitatif dengan metode survey pada pegawai Dinas Kependudukan dan Pencatatan Sipil Indramayu. Penelitian ini berjudul: “Pengaruh Kecerdasan Emosional dan Gaya Kepemimpinan Transformasional terhadap Kinerja Pegawai dengan *Self Efficacy* sebagai Variabel Mediasi (Studi pada pegawai Dinas Kependudukan dan Pencatatan Sipil Indramayu)”.

Tujuan penelitian ini adalah untuk mengetahui pengaruh kecerdasan emosional dan gaya kepemimpinan transformasional terhadap kinerja pegawai dengan *self efficacy* sebagai variabel mediasi pada pegawai Dinas Kependudukan dan Pencatatan Sipil Indramayu. Populasi dalam penelitian ini adalah pegawai Dinas Kependudukan dan Pencatatan Sipil Indramayu. Penentuan sampel menggunakan sampel jenuh dengan 46 pegawai sebagai responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan Regresi Linear Berganda, Uji VAF, dan Uji Kausal Step menunjukkan bahwa: (1)Kecerdasan Emosional berpengaruh positif terhadap Kinerja Pegawai, (2)Gaya Kepemimpinan Transformasional tidak berpengaruh secara signifikan terhadap Kinerja Pegawai, (3)Kecerdasan Emosional berpengaruh positif terhadap *Self Efficacy*, (4)Gaya kepemimpinan transformasional tidak berpengaruh secara signifikan terhadap *Self Efficacy*, (5)*Self Efficacy* berpengaruh positif terhadap Kinerja Pegawai, (6)*Self Efficacy* memediasi hubungan antara Kecerdasan Emosional dan Kinerja Pegawai, (7)*Self Efficacy* tidak memediasi hubungan antara Gaya Kepemimpinan Transformasional dan Kinerja Pegawai.

Implikasi dalam penelitian ini yaitu dalam upaya meningkatkan kinerja pegawai, Dinas Kependudukan dan Pencatatan Sipil Indramayu perlu memaksimalkan peranan kecerdasan emosional dengan cara memberikan pelatihan terkait kecerdasan emosional agar pegawainya mampu menerapkan kecerdasan emosional dalam organisasi serta dapat merefleksikannya pada kinerja yang lebih baik. Dinas Kependudukan dan Pencatatan Sipil juga perlu memberikan perhatian terhadap pengembangan *self efficacy* para pegawai salah satunya dapat melalui kebijakan rotasi pekerjaan guna memberikan pengalaman yang lebih luas bagi pegawai.

Kata Kunci: Kecerdasan Emosional, Gaya Kepemimpinan Transformasional, Kinerja Pegawai, *Self Efficacy*.

## SUMMARY

*This research is a quantitative research with a survey method on employee in Department of Population and Civil Registration of Indramayu. This study entitled is “The Effect of Emotional Intelligence and Transformational Leadership Style on Employee Performance with Self Efficacy as a Mediation Variable (Study on Employee at Department of Population and Civil Registration of Indramayu)”.*

*This purpose of this study was to determine the effect of emotional intelligence and transformational leadership style on performance employee with self efficacy as a mediating variable on employee at Department of Population and Civil Registration of Indramayu. The population in this research were employees at Department of Population and Civil Registration of Indramayu. Determination of the sample used a saturation sampling with 46 employees as respondents.*

*Based on the result of research and data analysis using Multiple Linear Regression, VAF Test and Causal Step Test shows that: (1)Emotional Intelligence has a positive effect on Employee Performance, (2)Transformational Leadership Style has no significant effect on Employee Performance, (3)Emotional Intelligence has a positive effect on Self Efficacy, (4)Transformational Leadership Style has no significant effect on Self Efficacy, (5)Self Efficacy has a positive effect on Employee Performance, (6)Self Efficacy mediates the relationship between Emotional Intelligence and Employee Performance, (7)Self Efficacy does not mediate the relationship between Transformational Leadership Style and Employee Performance.*

*The implication of this research is that in an effort to improve employee performance, The Department of Population and Civil Registration of Indramayu needs to maximize emotional intelligence by providing emotional intelligence training so that employees can apply emotional intelligence in the organization and can improve better performance. The Department of Population and Civil Registration also needs to pay attention to the development of employee self-efficacy, one of which can be caused by job rotation to provide a wider experience for employees.*

*Keywords: Emotional Intelligence, Transformational Leadership Style, Employee Performance, Self Efficacy.*