

RINGKASAN

Tesis dengan judul Pengaruh Kepemimpinan Transformasional, *Perceived Organization Support*, dan Karakteristik Pekerjaan Terhadap Kinerja Dengan *Psychological Capital* Sebagai Pemediasi pada Organisasi Satpol-PP Kabupaten Banyumas, dilakukan untuk menguji pengaruh variabel-variabel prediktor kinerja yaitu kepemimpinan transformasional, POS, dan karakteristik pekerjaan terhadap kinerja yang dimediasi oleh *psychological capital*. Penelitian ini dilakukan di Organisasi Satpol-PP Kabupaten Banyumas dengan sampel berjumlah 136 dari total populasi 256 pegawai.

Penelitian ini menggunakan metode *probability sampling* dengan teknik *simple random sampling*. Untuk menguji hubungan antar variabel digunakan metode analisis *Structural Equation Modeling*. Hasil analisis menunjukkan bahwa kepemimpinan transformasional dan *psychological capital* terbukti berpengaruh signifikan terhadap kinerja. Sementara sebagai variabel independen prediktor kinerja yang lainnya yaitu *perceived organizational support* dan karakteristik pekerjaan dinyatakan tidak berpengaruh terhadap kinerja. *Psychological capital* sebagai variabel pemediasi dalam penelitian ini dinyatakan tidak terbukti, karena hasil analisis menyatakan bahwa seluruh variabel independen tidak berpengaruh terhadap *psychological capital*.

Hasil penelitian ini diharapkan dapat memberikan implikasi terhadap organisasi publik khususnya yang berbasis semi militer dalam penerapan kepemimpinan transformasional. Pemimpin dapat menstimulasi bawahannya dengan meningkatkan program-program yang dapat memotivasi pegawai, seperti pelatihan dan edukasi terhadap pegawai Satpol-PP dalam penyelesaian tugas yang berhubungan langsung dengan masyarakat secara musyawarah sehingga terhindar dari bentrok fisik. Memberikan arahan secara cerdas yang dilakukan melalui apel pagi sebelum jam kerja dimulai untuk memberikan motivasi-motivasi kerja. Melakukan evaluasi kinerja hari kemarin dan mempersiapkan untuk penyelesaian tugas hari itu. Pegawai yang termotivasi secara psikologis akan menyelesaikan tugas dan deskripsi pekerjaannya secara optimal.

Kata kunci : **Kepemimpinan Transformasional, POS, Karakteristik Pekerjaan, *Psychological Capital* dan Kinerja**

SUMMARY

*This thesis entitled *The Influence of Transformational Leadership, Perceived Organization Support, and Job Characteristic on Performance with Psychological Capital as a Mediator at Satpol-PP Organization in Banyumas*, was conducted to examine the effect of performance predictor variables: transformational leadership, POS, and job characteristics on performance mediated by psychological capital. This research was conducted at Satpol-PP Organization in Banyumas with 136 samples from total population of 256 employees.*

This research uses probability sampling method with simple random sampling technique. To test the relationship between variables used method of Structural Equation Modeling analysis. Data in this research is obtained through 150 questionnaires. This is done to anticipate the occurrence of damage questionnaire, or invalid questionnaire. After the selection of questionnaires, 111 questionnaires obtained that can be analyzed as a result of research. The results of the analysis show that transformational leadership and psychological capital have significant effect on performance. Meanwhile, as independent variable of other performance predictors, perceived organizational support and job characteristics are not have an effect on performance. Psychological capital as a mediator variable in this study is not proven, because the results of analysis states that all independent variables have no effect on psychological capital.

The results of this study are expected to provide implications for public organizations, especially the semi-military based in the application of transformational leadership. Leaders can stimulate their subordinates by improving programs that can motivate employees, such as training and education of Satpol-PP employees in the settlement of tasks that are directly related to the people in a deliberative manner so as to avoid physical clashes. Providing intelligent direction through morning briefing before work begins to provide work motivations. Evaluated yesterday performance and prepare for the completion of the day's tasks. Psychologically motivated employees will accomplish their tasks and job descriptions optimally.

.Key Word : Transformational Leadership, Perceived Organizational Support, Job Characteristic, Psychological Capital dan Performance