

ABSTRAK

PENGARUH SOFT SKILL, EMPLOYEE EMPOWERMENT, KEPEMIMPINAN TRANSFORMASIONAL MELALUI KEPUASAN KERJA TERHADAP KINERJA PEGAWAI ASN DENGAN BEBAN KERJA SEBAGAI VARIABEL MODERASI DI UNIT KERJA KABUPATEN PADANG LAWAS UTARA

Nurul Hikmatul Alawiyah Siregar

NIM: 233311070006

Tujuan utama dalam penelitian ini adalah untuk mengetahui Pengaruh Soft Skill, Employee Empowerment, Kepemimpinan Transformasional Melalui Kepuasan Kerja terhadap Kinerja Pegawai ASN Dengan Beban Kerja Sebagai Variabel Moderasi Di Unit Kerja Kabupaten Padang Lawas Utara”

baik secara langsung maupun tidak langsung melalui Kepuasan Kerja dan di Moderasi oleh Beban Kerja. Metode analisis yang digunakan dalam penelitian ini adalah Structural Equation Modeling (SEM) berbasis SmartPLS versi 4.1. Populasi penelitian Pegawai ASN di Unit Kerja Kabupaten Padang Lawas Utara Pengambilan sampel dilakukan dengan menyeleksi sebagian dari populasi sehingga hasil analisis dapat digunakan untuk menarik kesimpulan yang berlaku bagi keseluruhan populasi. Teknik penentuan sampel yang digunakan adalah cluster random sampling, dan perhitungan jumlah sampel menggunakan rumus Slovin, sehingga diperoleh 369 yang dipilih secara proporsional.

Hasil penelitian menunjukkan bahwa secara Pengaruh Langsung :Soft Skill, Employee Empowerment, Kepemimpinan Transformasional berpengaruh terhadap Kepuasan Kerja dan Soft Skill, Employee Empowerment, Kepemimpinan Transformasional , Kepuasan Kerja berpengaruh terhadap Kinerja Pegawai , Kepuasan Kerja dapat memediasi Soft Skill, Employee Empowerment terhadap Kinerja Pegawai, tapi Kepuasan Kerja tidak dapat memediasi atau tidak berpengaruh terhadap Kinerja Pegawai serta Beban kerja dapat memoderasi Soft Skill, Employee Empowerment, Kepemimpinan Transformasional terhadap Kinerja Pegawai Di Unit Kerja Kabupaten Padang Lawas Utara

Kata kunci: Kinerja Pegawai, Soft Skill, Employee Empowerment, Kepemimpinan Transformasional, Kepuasan Kerja, Beban Kerja

ABSTRACT

The Influence of Soft Skills, Employee Empowerment, and Transformational Leadership through Job Satisfaction on the Performance of ASN with Workload as a Moderating Variable in the North Padang Lawas Regency Work Unit.

Nurul Hikmatul Alawiyah Siregar

NIM: 233311070006

The main objective of this research is to determine the influence of Soft Skills, Employee Empowerment, Transformational Leadership through Job Satisfaction on the performance of ASN employees with Workload as a moderating variable in the North Padang Lawas Regency work units. This study examines the direct and indirect effects through Job Satisfaction and moderated by Workload. The analytical method used in this research is Structural Equation Modeling (SEM) based on SmartPLS version 4.1. The population of the study is ASN employees in the North Padang Lawas Regency work units. Sampling was done by selecting a portion of the population so that the results of the analysis can be used to draw conclusions that apply to the entire population. The sampling technique used is cluster random sampling, and the calculation of the sample size using the Slovin formula, resulting in 369 samples selected proportionally. The results show that directly: Soft Skills, Employee Empowerment, and Transformational Leadership have a significant effect on Job Satisfaction, and Soft Skills, Employee Empowerment, Transformational Leadership, and Job Satisfaction have a significant effect on Employee Performance. Job Satisfaction can mediate the effect of Soft Skills and Employee Empowerment on Employee Performance, but Job Satisfaction cannot mediate the effect of Transformational Leadership on Employee Performance. Additionally, Workload can moderate the effect of Soft Skills, Employee Empowerment, and Transformational Leadership on Employee Performance in the North Padang Lawas Regency work units.

Keywords: *Employee Performance, Soft Skills, Employee Empowerment, Transformational Leadership, Job Satisfaction, Workload.*