

INTISARI

Latar Belakang: Pelayanan kegiatan pendidikan dan pelatihan merupakan bagian dari kegiatan penunjang pelayanan di bidang kesehatan. Bapelkes Semarang sebagai Unit Pelaksana Teknis (UPT) Pusat di lingkungan Kementerian Kesehatan memiliki tugas pokok yaitu melaksanakan pelatihan di bidang kesehatan bagi pegawai/ tenaga kesehatan dan masyarakat, serta pelayanan informasi sesuai peraturan perundang-undangan yang berlaku. Oleh karena itu diperlukan suatu kepemimpinan transformasional yang diharapkan dapat membuahkan kinerja yang optimal, dapat memotivasi pegawai untuk bekerja secara profesional dalam penyelenggaraan kegiatan dalam pencapaian tujuan organisasi.

Tujuan Penelitian: Mengukur hubungan kepemimpinan transformasional dengan kinerja pegawai di Bapelkes Semarang.

Metode penelitian: : Jenis penelitian ini adalah analitik dengan rancangan *cross sectional*. Metode penelitian yang digunakan adalah metode campuran sekuensial/bertahap (*sequential mixed methods*). Subjek penelitian adalah Pegawai Negeri Sipil di Bapelkes Semarang. Pengambilan sampel menggunakan *total population* sebanyak 77 orang. Analisis data akan dilakukan dengan analisis univariat dan bivariat. Analisis univariat untuk menilai seberapa besar kepemimpinan transformasional pimpinan dan kinerja pegawai. Sedangkan analisis bivariat digunakan untuk mengkaji ada tidaknya hubungan antara kepemimpinan transformasional pimpinan dengan kinerja pegawai, dengan menggunakan metode korelasi *pearson product moment*.

Hasil Penelitian: Uji korelasi *pearson product moment* menunjukkan adanya hubungan positif yang lemah dan tidak bermakna antara kepemimpinan transformasional pimpinan dengan kinerja pegawai jika dikaji atas keseluruhan ruangan. Sedangkan jika dikaji di tiap-tiap ruang secara terpisah, ditemukan adanya hubungan yang positif dan bermakna antara kepemimpinan transformasional Kepala Su. Bag. Tata usaha dengan kinerja staf tata usaha dan hubungan yang positif dan bermakna antara elemen *idealized influence (behaviour)* kepemimpinan transformasional Kepala Sub. Bag. Tata usaha dengan kinerja staf tata usaha. Sebaliknya terdapat hubungan yang negatif dan bermakna antara elemen *idealized influence (behaviour)*, *inspirational motivation* dan *intellectual stimulation* kepemimpinan transformasional Kepala Bapelkes Semarang dengan kinerja widyaiswara.

Kesimpulan: Terdapat hubungan antara kepemimpinan transformasional pimpinan dengan kinerja pegawai, khususnya di bagian widyaiswara dan tata usaha.

Kata Kunci: kinerja pegawai, kepemimpinan transformasional, kepemimpinan.

ABSTRACT

Background: Education activities services and training are part of the service support activities in health field. Health training center (Bapelkes) of Semarang as a Technical Implementation Unit (UPT) Center in the Ministry of Health had main tasks namely carrying out training for employees in the health sector/health professionals and the public, as well as information services in accordance legislation in force. Therefore were needed a transformational leadership that was expected to produce optimal performance, can motivate employees to work professionally in the implementation of activities in the achievement of organizational goals.

Objective: Measuring the relationship of transformational leadership with the performance of employees in Health training center (Bapelkes) of Semarang.

Methods: This study was analytic with *cross sectional* approach. The method used is a *sequential mixed methods*. The subjects were civil servants in Bapelkes of Semarang. Sampling used *total population* of 77 people. Data analysis be performed by univariate and bivariate analyzes. Univariate analysis assessed how big the transformational leadership of leader and employees performance. While bivariate analysis was used to examine the relationship between transformational leadership of leader with employees performance, used method of *Pearson product moment correlation*.

Results: Test of *Pearson product moment* indicated a weak positive relationship and not significant between transformational leadership of leader with employees performance when assessed over the entire room. Whereas, if it was examined in each room separately, found a positive and significant relationship between transformational leadership of Head of Administration Section with the performance of administration staff and a significant positive relationship between elements of *idealized influence (behavior)* transformational leadership of Head of Administration Section with the performance of administration staff. Instead there was a negative and significant relationship between elements of *idealized influence (behavior)*, *inspirational motivation* and *intellectual stimulation* transformational leadership of Bapelkes Head of Semarang with the performance of widyaiswara.

Conclusion: There was a relationship between transformational leadership of leader with the performance of employees, particularly in widyaiswara and tata usaha.

Keywords: employee performance, transformational leadership, leadership.