

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN TRANSAKSIONAL TERHADAP KINERJA KARYAWAN PADA HOTEL *BUDGET* DI SURABAYA

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Abstrak - Pengaruh Gaya Kepemimpinan Transformasional dan Transaksional Terhadap Kinerja Karyawan Pada Hotel *Budget* di Surabaya

Hotel *budget* merupakan jenis hotel yang paling banyak jumlahnya di Surabaya. Oleh sebab itu, kepemimpinan yang tepat diperlukan agar kinerja optimal. Penelitian ini dimaksudkan untuk mengetahui sejauh mana gaya kepemimpinan transformasional dan gaya kepemimpinan transaksional berpengaruh terhadap kinerja karyawan. Penelitian menggunakan metode kuantitatif dan analisis regresi linear berganda dengan 150 responden yang merupakan karyawan yang bekerja pada beberapa hotel *budget* di Surabaya. Dari hasil penelitian diketahui bahwa gaya kepemimpinan transformasional dan transaksional berpengaruh secara positif dan signifikan terhadap kinerja karyawan dan gaya kepemimpinan transaksional berpengaruh lebih dominan.

Kata Kunci:

Kepemimpinan transformasional, kepemimpinan transaksional, kinerja karyawan

Abstract – The effect of Transformational Leadership and Transactional Leadership on Employee Performance at Budget Hotel in Surabaya

Hotel market is dominated by budget hotels in Surabaya. Thus, the right leadership is necessary to optimize employee performance. This research is meant to find out how far transformational and transactional leadership style is able to affect employee performance. This research was done by using quantitative method and multiple linear regression, with 150 respondents who were staffs of budget hotels in Surabaya. The results showed that both transformational and transactional leadership style gave a positive and significant influence on employee performance, and the one with more dominant influence was transactional leadership.

Keywords:

Transformational leadership, transactional leadership, employee performance

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