

# **Pengaruh *Diversity Climate* Sebagai Mediasi Antara Kepemimpinan Transformasional Dan Kepuasan Kerja: Peran *Contingent Reward* Sebagai Moderasi**

## **Abstrak**

Penelitian ini bertujuan untuk menguji pengaruh *diversity climate* sebagai mediasi antara kepemimpinan transformasional terhadap kepuasan kerja peran *contingent reward* sebagai moderasi, kepemimpinan transformasional terhadap *diversity climate* dan kepuasan kerja, serta *diversity climate* dan *contingent reward* terhadap kepuasan kerja. Penelitian ini dilakukan di PT. Kunango Jantan dengan 166 responden. Analisis data statistik inferensial diukur dengan menggunakan *software SmartPLS (Partial Least Square) 3.3.3* yaitu *Measurement Model Assessment* untuk uji instrumen dan *Structural Model Assessment* untuk uji hipotesis. Hasil penelitian ini menemukan tidak adanya pengaruh *contingen reward* terhadap kepuasan kerja dan tidak ada pengaruh *contingent reward* dalam memperkuat hubungan antara kepemimpinan transformasional terhadap kepuasan kerja. Sedangkan kepemimpinan transformasional dan *diversity climate* sebagai independen ataupun sebagai mediasi berpengaruh positif terhadap kepuasan kerja.

**Kata kunci : Kepemimpinan Transformasional, Kepuasan Kerja, *Diversity Climate*, *Contingent Reward***

***The Influence of Diversity Climate as Mediation Between Transformational Leadership and Job Satisfaction: The Role of Contingent Reward as Moderation***

***Abstract***

*This study aims to examine the effect of climate diversity as a mediation among of transformational leadership on job satisfaction: the role of contingent reward as moderation, transformational leadership on climate diversity and job satisfaction, and climate diversity and contingent reward on job satisfaction. This research was conducted at PT. Kunango Jantan with 166 respondents. Inferential statistical data analysis was measured using SmartPLS (Partial Least Square) 3.3.3 software, namely the Measurement Model Assessment for instrument testing and Structural Model Assessment for hypothesis testing. The results of this study found no influence of contingent reward on job satisfaction and no effect of contingent reward in strengthening the relationship between transformational leadership and job satisfaction. Meanwhile, transformational leadership and climate diversity as independent or as mediation have a positive effect on job satisfaction.*

***Keywords: Transformational Leadership, Job Satisfaction, Diversity Climate, Contingent Reward***