

**PENGARUH KEPEMIMPINAN ETIS DAN PERSEPSI DUKUNGAN
ORGANISASI TERHADAP KINERJA PEGAWAI DENGAN KETERIKATAN
PEGAWAI SEBAGAI VARIABEL MEDIASI**
(Studi Empiris BAPPEDA Kabupaten Kepulauan Mentawai)

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan membuktikan pengaruh kepemimpinan etis dan persepsi dukungan organisasi terhadap kinerja pegawai dengan keterikatan pegawai sebagai variabel mediasi. Populasi pada penelitian ini sebanyak 105 pegawai di Badan Perencanaan Pembangunan Daerah Kabupaten Kepulauan Mentawai dan yang dapat diolah sebanyak 105 responden. Jenis data yang digunakan adalah data primer. Metode pengumpulan data yaitu dengan menyebarluaskan kuesioner. Alat analisis yang digunakan pada penelitian ini dengan software smart-PLS 3.3.3. hasil penelitian menunjukkan bahwa variabel kepemimpinan etis berpengaruh negatif terhadap kinerja pegawai, persepsi dukungan organisasi berpengaruh positif terhadap kinerja pegawai, kepemimpinan etis dan persepsi dukungan organisasi berpengaruh positif terhadap keterikatan pegawai, selanjutnya keterikatan pegawai tidak berpengaruh terhadap kinerja pegawai, keterikatan pegawai tidak berpengaruh positif memediasi hubungan antara kepemimpinan etis terhadap kinerja pegawai dan keterikatan pegawai tidak berpengaruh positif memediasi hubungan antara persepsi dukungan organisasi terhadap kinerja pegawai di Badan Perencanaan Pembangunan Daerah Kabupaten Kepulauan Mentawai.

Kata Kunci : Kepemimpinan Etis, Persepsi Dukungan Organisasi, Keterikatan Pegawai dan Kinerja Pegawai

***THE EFFECT OF ETHICAL LEADERSHIP AND PERCEPTION OF
ORGANIZATIONAL SUPPORT ON EMPLOYEE PERFORMANCE WITH
EMPLOYEE ENGAGEMENT AS MEDIATION VARIABLES***
(Empirical Study of BAPPEDA Mentawai Islands Regency)

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ABSTRACT

This study aims to test and prove the effect of ethical leadership and perceptions of organizational support on employee performance with employee engagement as a mediating variable. The population in this study were 105 employees in the Regional Development Planning Agency of the Mentawai Islands Regency and those who could be processed were 105 respondents. The type of data used is primary data. The data collection method is by distributing questionnaires. The analytical tool used in this study with the smart-PLS 3.3.3 software. The results show that the ethical leadership variable has a negative effect on employee performance, the perception of organizational support has a positive effect on employee performance, ethical leadership and perceptions of organizational support have a positive effect on employee engagement, furthermore employee engagement has no effect on employee performance, employee engagement has no positive effect on mediating the relationship. Between ethical leadership on employee performance and employee engagement does not have a positive effect on mediating the relationship between perceptions of organizational support on employee performance in the Regional Development Planning Agency, Mentawai Islands Regency.

Keywords: Ethical Leadership, Perceptions of Organizational Support, Employee Engagement and Employee Performance