

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL,
LEADER MEMBER EXCHANGE TERHADAP
SINISME ORGANISASI DAN DAMPAKNYA
TERHADAP KINERJA PEGAWAI
“Studi Pada Balai Pelaksanaan Jalan Nasional III”**

Abstrak

Penelitian ini dilakukan untuk mengetahui peranan Kepemimpinan Transformasional dan Leader-Member Exchange (LMX) terhadap sinisme organisasi dan sinisme organisasi terhadap kinerja. Populasi dalam penelitian ini berjumlah 128 orang. Metode yang digunakan untuk pengambilan sampel adalah metode sensus. Dengan demikian jumlah sampel yang digunakan untuk penelitian ini 128 orang. Dalam penelitian ini analisis data menggunakan pendekatan Partial Least Square (PLS). PLS adalah model persamaan Structural Equation Modeling (SEM). Tahapan Partial Least Square (PLS) menggunakan 2 model yaitu inner model dan outer model. Kepemimpinan transformational berpengaruh negatif dan signifikan terhadap konstruk sinisme organisasi. Leader Member Exchange berpengaruh negatif dan signifikan terhadap sinisme organisasi. Sinisme organisasi berpengaruh negatif dan signifikan terhadap kinerja pegawai.

Kata kunci : Kepemimpinan Transformasional, Leader Member Exchange, Sinisme Organisasi, Kinerja Pegawai

**EFFECT TRANSFORMATIONAL LEADERSHIP, LEADER CYNICISM
MEMBER EXCHANGE OF ORGANIZATION AND IMPACT ON THE
PERFORMANCE OF EMPLOYEES
(Case Study Center For The Implementation Of The National Road III)**

Abstract

This research was conducted to determine the role of Transformational Leadership and LMX Exchange Leaders on organizational cynicism and organizational cynicism toward performance. The population in this study amounted to 128 people. The method used for sampling is the census method. Thus the number of samples used for this study was 128 people. In this study data analysis used the Partial Least Square (PLS) approach. PLS is a model of Structural Equation Modeling (SEM). Partial Least Square (PLS) Stages uses 2 models namely inner model and outer model. Transformational leadership has a negative and significant effect on organizational cynicism constructs. Leader Member Exchange has a negative and significant effect on organizational cynicism. Organizational cynicism has a negative and significant effect on employee performance.

Keywords: Transformational Leadership, Member Exchange Leaders, Organizational Cynicism, Employee Performance