

Date: May 18, 2024

**ACCEPTANCE
LETTER**

Dear :

Achmad Afzan Arslan Djunaid¹, Mahirun²
Universitas Pekalongan

Thank you very much for your submission to our journal. We Are Pleased to inform you that your paper entitled:

“Pengaruh Kepemimpinan Transformasional, Budaya Organisasi, Komitmen Pegawai Terhadap Kinerja Pegawai (Asn Pemerintah Kota Pekalongan)”

has been reviewed and accepted for publication in Vol. 5 Issue 2, July 2024 of the **Entrepreneur Jurnal Bisnis Manajemen dan Kewirausahaan**. The article will be available online at Journal Website address <http://ejournal.unma.ac.id/index.php/entrepreneur>.

Thank you for making the journal a vehicle for your research interests.

Sincerely,



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**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, BUDAYA ORGANISASI,
KOMITMEN PEGAWAI TERHADAP KINERJA PEGAWAI (ASN PEMERINTAH KOTA
PEKALONGAN)**

Achmad Afzan Arslan Djunaid¹, Mahirun², Danang Satrio³

Fakultas Ekonomi dan Bisnis, Universitas Pekalongan

afzanarslan@gmail.com¹, mahirun@yahoo.com², danangsatrio3003@yahoo.com³

*Corresponding Author: mahirun@yahoo.com

ABSTRACT

This examine aimed to decide and examine the have an impact on of Transformational leadership Organizational Culture, and Employee Commitment on Employee Performance in the Pekalongan City Government. The analytical tool for data processing uses multiple regression with hypothesis testing using the t statistical test. The data used is primary data through distributing questionnaires using a Likert Scale (5 alternative answers). Sampling used Proportional Random Sampling with a sample size of 309 employees in the Pekalongan City Government. The results of this research show that there is a significant positive influence on the Transformational Leadership variable on the Performance variable, and the Organizational Culture variable on the Performance variable, as well as the Employee Commitment variable on the Performance variable.

Keywords: *Employee Commitmen, Employee Performance, Organizational Culture, Transformational Leadership*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menguji pengaruh Kepemimpinan Transformasional, Budaya Organisasi, dan Komitmen Pegawai terhadap Kinerja Pegawai di Pemerintah Kota Pekalongan. Alat analisis untuk pengolahan data menggunakan regresi berganda dengan pengujian hipotesis menggunakan uji statistik t. Data yang digunakan adalah data primer melalui penyebaran kuesioner dengan menggunakan Skala Likert (5 alternatif jawaban). Pengambilan sampel menggunakan Proportional Random Sampling dengan jumlah sampel sebanyak 309 pegawai di lingkungan Pemerintah Kota Pekalongan. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif yang signifikan pada variabel Kepemimpinan Transformasional terhadap variabel Kinerja, dan variabel Budaya Organisasi terhadap variabel Kinerja, serta variabel Komitmen Pegawai terhadap variabel Kinerja.

Kata Kunci: *Komitmen Pegawai, Kinerja Pegawai, Budaya Organisasi, Kepemimpinan Transformasional*

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