

**PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP
ORGANIZATIONAL COMMITMENT DENGAN *PSYCHOLOGICAL
EMPOWERMENT* SEBAGAI VARIABEL INTERVENING
(STUDI PADA PEGAWAI PT.BCA MADIUN)**

TESIS

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ABSTRAK

Sebuah organisasi perlu memperhatikan karyawan mereka terutama tentang kebutuhan mereka untuk mencapai hasil yang maksimal dan berkualitas. Seperti masalah yang muncul baik secara internal maupun eksternal karena dapat mempengaruhi cara kerja karyawan. Penelitian ini bertujuan untuk menganalisis pengaruh *transformational leadership* terhadap *organizational commitment* dan *organizational identification* melalui *psychological empowerment* sebagai variabel *intervening* studi pada PT..BCA Madiun Jenis dan pendekatan penelitian yang digunakan adalah penelitian kausal dan pendekatan penelitian kuantitatif. Teknik pengambilan sampel penelitian ini menggunakan sampel jenuh dengan ukuran sampel 50 responden. Metode analisis statistik yang digunakan adalah *Partial Least Squared* (PLS).

Berdasarkan uji kausalitas yang ditemukan bahwa *transformational leadership* berpengaruh positif dan signifikan terhadap *organizational commitment*, *transformational leadership* berpengaruh positif. *Transformational leadership* berpengaruh signifikan terhadap *organizational commitment* melalui *psychological empowerment*

Kata kunci : *transformational leadership*, *organizational commitment*, , *psychological empowerment*

**THE EFFECT OF *TRANSFORMATIONAL LEADERSHIP* ON
ORGANIZATIONAL COMMITMENT THROUGH *PSYCHOLOGICAL
EMPOWERMENT* AS A VARIABLE INTERVENING
(STUDY ON PT.BCA MADIUN)**

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ABSTRACT

An organization needs to pay attention to their employees particularly about their needs to achieve maximum results and quality. Such as problems which appear both internally and externally as it can affect the way employees work.

This study aimed to analyze the effect of transformational leadership on organizational commitment and organizational identification through psychological empowerment as a variable intervening study on PT. BCA Madiun. The type and the research approach used is causal research and quantitative research approaches. The sampling technique of this study is using area saturated sample with a sample size of 50 respondents. The statistical analysis method used is Partial Least Squared (PLS)..

Based on causality test which be found that transformational leadership has positive effect and significant on organizational commitment , transformational leadership has positive effect and significant,. Transformational Leadership a significant effect on organizational commitment through pshological empowerment and Transformational Leadership a significant

keyword : transformational leadership, organizational commitment, pshological empowerment