

ABSTRAK

Grace Rumanti Tamba, : Pengaruh Kepemimpinan Transformasional, Motivasi, *Burnout* dan *Counterproductive Work Behavior* Terhadap Kinerja Karyawan Pada Kantor Pos Indonesia Tanjungpinang.
2024
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Penelitian ini bertujuan untuk menjelaskan Pengaruh Kepemimpinan Transformasional, Motivasi, *Burnout*, *Counterproductive Work Behavior* Terhadap Kinerja Karyawan Pada Kantor Pos Indonesia Tanjungpinang. Populasi dalam penelitian ini adalah 50 karyawan Kantor Pos Indonesia Tanjungpinang. Pengambilan sampel dengan teknik jenuh, jumlah sampel sebanyak 50 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan uji validitas dan reliabilitas. Data analisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan uji koefisien determinasi. Penelitian dilakukan dengan menggunakan SPSS versi 27. Hasil penelitian ini menunjukkan bahwa secara parsial Kepemimpinan Transformasional (X1), *Burnout* (X3) dan *Counterproductive Work Behavior* (X4) tidak berpengaruh signifikan terhadap kinerja karyawan (Y) sedangkan variabel Motivasi (X2) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai Fhitung 22,858 dengan nilai Ftabel 2,576 mengidentifikasi Kepemimpinan Transformasional (X1), Motivasi (X2), *Burnout* (X3) dan *Counterproductive Work Behavior* (X4) secara simultan berpengaruh terhadap Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 67,0% variabel Kinerja Karyawan (Y) dipengaruhi oleh variabel Kepemimpinan Transformasional (X1), Motivasi (X2), *Burnout* (X3) dan *Counterproductive Work Behavior* (X4). Sisanya 33,0% dipengaruhi oleh faktor lainnya yang tidak termasuk dalam penelitian ini, seperti faktor eksternal atau variabel lain yang tidak diukur dalam penelitian.

Kata Kunci: Kepemimpinan Transformasional, Motivasi, *Burnout*, *Counterproductive Work Behavior*, Kinerja Karyawan

ABSTRACT

Grace Rumanti Tamba, : *The Influence of Transformational Leadership, Motivation, Burnout and Counter-Productive Work Behavior on the Performance of Tanjungpinang Indonesian Post Office Employees.*
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This research aims to explain the Effect of Transformation Leadership, Motivation, Burnout, Counter-productive Work Behavior on Employee Performance at the Tanjungpinang Indonesian Post Office. The population in this study was 50 employees of the Tanjungpinang Indonesian Post Office. Sampling with saturation techniques was 50 employees. This type of research is quantitative research. The questionnaire conducted a validity and reliability test. The analysis data use several linear regression analyses, including the t-test, the F-test, and the coefficient determination test. The research was conducted using SPSS version 27. The results of this study show that partial transformational leadership (X1), Burnout (X3) and Counterproductive Work Behavior (X4) have no significant effect on employee performance (Y), while the Motivation variable (X2) has a positive and significant effect on employee performance (Y). F test results were obtained by F calculating 22,858 with Phtable 2,576 identifying Transformational Leadership (X1), Motivation (X2), Burnout (X3) and Counterproductive Work Behavior (X4) simultaneously affecting Employee Performance (Y). Based on the coefficient of the determination test, about 67.0% of the Employee Performance variable (Y) was influenced by Transformational Leadership (X1), Motivation (X2), Burnout (X3) and Counterproductive Work Behavior (X4). The remaining 33.0% were affected by other factors not included in this study, such as external factors or other variables not measured in the study.

KEYWORD: *Transformational Leadership, Motivation, Burnout, Counterproductive Work Behavior, Employee Performance.*