

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, knowledge management, dan motivasi berprestasi terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening di Perpustakaan Nasional Republik Indonesia. Latar belakang penelitian didasarkan pada pentingnya peran sumber daya manusia dalam meningkatkan kualitas layanan perpustakaan guna mendukung peningkatan minat baca dan literasi masyarakat. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarkan kepada pegawai Perpustakaan Nasional. Data dianalisis menggunakan metode Partial Least Square (PLS) untuk menguji hubungan langsung dan tidak langsung antarvariabel.

Hasil penelitian menunjukkan bahwa kepemimpinan transformasional, knowledge management, dan motivasi berprestasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, ketiga variabel tersebut juga berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai. Kepuasan kerja terbukti berpengaruh positif terhadap kinerja pegawai serta mampu memediasi pengaruh kepemimpinan transformasional, knowledge management, dan motivasi berprestasi terhadap kinerja pegawai. Temuan ini menunjukkan bahwa peningkatan kinerja pegawai tidak hanya dipengaruhi secara langsung oleh faktor kepemimpinan, pengelolaan pengetahuan, dan motivasi, tetapi juga melalui peningkatan kepuasan kerja.

Penelitian ini diharapkan dapat memberikan kontribusi teoritis dalam pengembangan manajemen sumber daya manusia serta memberikan implikasi praktis bagi Perpustakaan Nasional Republik Indonesia dalam merumuskan strategi peningkatan kinerja pegawai melalui penguatan kepemimpinan transformasional, penerapan knowledge management yang efektif, dan peningkatan motivasi berprestasi guna menciptakan kepuasan kerja yang optimal.

Kata Kunci : Kepemimpinan Transformasional; Knowledge Management; Motivasi Berprestasi; Kepuasan Kerja; Kinerja Pegawai.

ABSTRACT

This study aims to analyze the influence of transformational leadership, knowledge management, and achievement motivation on employee performance with job satisfaction as an intervening variable at the National Library of Indonesia. The background of this study is based on the importance of human resources in improving the quality of library services to support an increase in public interest in reading and literacy. The research method used is a quantitative approach with data collection techniques through questionnaires distributed to employees of the National Library. The data were analyzed using the Partial Least Square (PLS) method to test the direct and indirect relationships between variables.

The results of the study indicate that transformational leadership, knowledge management, and achievement motivation have a positive and significant effect on employee performance. In addition, these three variables also have a positive and significant effect on employee job satisfaction. Job satisfaction has been proven to have a positive effect on employee performance and is able to mediate the influence of transformational leadership, knowledge management, and achievement motivation on employee performance. These findings indicate that improvements in employee performance are not only directly influenced by leadership, knowledge management, and motivation, but also through increased job satisfaction.

This study is expected to contribute theoretically to the development of human resource management and provide practical implications for the National Library of Indonesia in formulating strategies to improve employee performance through strengthening transformational leadership, implementing effective knowledge management, and increasing motivation to achieve optimal job satisfaction.

Keywords: *Transformational Leadership; Knowledge Management; Achievement Motivation; Job Satisfaction; Employee Performance.*