

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND LMX
(LEADER MEMBER EXCHANGE) ON EMPLOYEE PERFORMANCE
RSUD DR. MOHAMAD SALEH PROBOLINGGO CITY**

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ABSTRACT

In 2022, several performance indicators in the three perspectives of the Balance Scorecard at RSUD Dr. Mohamad Saleh, namely customer perspective, internal business process, and growth and learning, did not meet the targets. The realization of underperforming indicators amounted to 29.8% or 14 out of 47 performance indicators. This study aims to analyze the influence of transformational leadership and Leader Member Exchange (LMX) on employee performance, which in turn affects the overall performance of RSUD Dr. Mohamad Saleh. The research adopted a quantitative approach, with data collection through questionnaires and analysis conducted using multiple linear regression. The study employed a simple random sampling technique, involving 76 respondents from various departments and units at RSUD Dr. Mohamad Saleh in Probolinggo City. The findings indicate a significant influence of transformational leadership and Leader Member Exchange (LMX) on employee performance at RSUD Dr. Mohamad Saleh, as evidenced by the significance value of 0.000. Furthermore, the results reveal that the variables of transformational leadership and Leader Member Exchange (LMX) contribute to 62.5% of the variance in employee performance, while the remaining 37.5% is influenced by other unexplored factors. This research contributes to the understanding of the importance of transformational leadership and Leader Member Exchange (LMX) in enhancing employee performance at RSUD Dr. Mohamad Saleh.

Keywords: Transformational leadership, Leader Member Exchange (LMX), employee performance, RSUD Dr. Mohamad Saleh, Balance Scorecard.

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN *LMX*
(*LEADER MEMBER EXCHANGE*) TERHADAP KINERJA KARYAWAN
RSUD DR. MOHAMAD SALEH KOTA PROBOLINGGO

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ABSTRAK

Pada tahun 2022, terdapat beberapa indikator kinerja pada tiga prespektif *Balance Scorecard* RSUD Dr. Mohamad Saleh, yaitu prespektif pelanggan, proses bisnis internal, serta pertumbuhan dan pembelajaran. Realisasi indikator kinerja yang belum mencapai target sebesar 29,8% atau 14 indikator kinerja dari 47 indikator. Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan Transformasional dan *Leader Member Exchange* (LMX) terhadap kinerja karyawan yang berdampak pada kinerja RSUD Dr. Mohamad Saleh. Penelitian ini merupakan penelitian kuantitatif dengan metode pengumpulan data menggunakan kuisioner dan dianalisis menggunakan uji Regresi Linear Berganda. Sampel penelitian diambil dengan teknik *simple random sampling*, melibatkan 76 responden dari tiap bidang dan bagian di RSUD Dr. Mohamad Saleh Kota Probolinggo. Hasil Penelitian menunjukkan adanya pengaruh yang signifikan antara kepemimpinan transformasional dan *Leader Member Exchange* (LMX) terhadap kinerja karyawan RSUD Dr. Mohamad Saleh. Hal ini ditunjukkan oleh nilai signifikansi sebesar 0,000. Selain itu hasil penelitian mengungkapkan bahwa variabel kepemimpinan transformasional dan *Leader Member Exchange* (LMX) mempengaruhi variabel kinerja sebesar 62,5%, sedangkan 37,5% lainnya dipengaruhi oleh variabel lain yang tidak diteliti. Penelitian ini memberikan kontribusi dalam pemahaman tentang pentingnya gaya kepemimpinan transformasional dan *Leader Member Exchange* (LMX) dalam meningkatkan kinerja karyawan di RSUD Dr. Mohamad Saleh.

Kata kunci: Kepemimpinan transformasional, *Leader Member Exchange* (LMX), kinerja karyawan, RSUD Dr. Mohamad Saleh, *Balance Scorecard*.