

**PENTINGNYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN
PADA GENERASI MILENIAL DENGAN KOMITMEN ORGANISASI
SEBAGAI VARIABEL MEDIATOR**

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ABSTRAK**

Milenial di tempat kerja menjadi isu "trendi" dalam studi akademis dan media. Mereka digambarkan sebagai rentan dan tidak toleran, serta ketergantungan dan pemeliharaan tinggi. Ini menjadi tantangan seorang leader dan gaya kepemimpinan memiliki peran penting dalam mengatasi efektivitas kinerja serta memperkuat komitmen pada organisasi. Penelitian ini bertujuan untuk mengetahui Pentingnya Kepemimpinan Terhadap Kinerja Karyawan Pada Generasi Milenial : Komitmen Organisasi Sebagai Variabel Mediator. Data disajikan dan dianalisis menggunakan metode kuantitatif. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 250 orang Generasi Milenial yang bekerja di perusahaan swasta daerah Kalimantan Barat. Hasil penelitian berdasarkan perhitungan menggunakan SEM AMOS 26 menunjukkan bahwa adanya pengaruh gaya kepemimpinan terhadap Employee Performance dan hasil juga menunjukkan Organizational Commitment memediasi hubungan gaya kepemimpinan dan Employee performance pada Generasi Milenial.

Keywords: Transformational Leadership; Empowering Leadership; Employee Performance; Millenial Generation; Organizational Commitment.

**THE IMPORTANCE OF LEADERSHIP ON EMPLOYEE
PERFORMANCE IN THE MILLENNIAL GENERATION WITH
ORGANIZATIONAL COMMITMENT AS A MEDIATOR VARIABLE**

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ABSTRACT**

Millennials in the workplace are a "trendy" issue in academic and media studies. They are portrayed as vulnerable, intolerant, dependent, and high maintenance. It is a challenge for a leader, and leadership style has an important role in overcoming performance effectiveness and strengthening Commitment to the organization. This study aimed to determine the Importance of Leadership on Employee Performance in the Millennial Generation: Organizational Commitment as a Mediator Variable. Data were presented and analyzed using quantitative methods. Data collection was carried out by distributing questionnaires to 250 Millennials who worked in private companies in the West Kalimantan area. The results of the research based on calculations using SEM AMOS 26 showed that there was an influence of leadership style on Employee Performance. The results also indicated that Organizational Commitment mediated the relationship between leadership style and Employee performance in the Millennial Generation.

Keywords: Empowering Leadership; Employee Performance; Millennial Generation; Organizational Commitment; Transformational Leadership