

ABSTRAK
PENGARUH KEPEMIMPINAN USIA MUDA DAN PSYCHOLOGICAL
WELLBEING TERHADAP KINERJA KARYAWAN DENGAN
KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI PADA
PT PERMODALAN NASIONAL MADANI
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Kinerja karyawan adalah tolak ukur perusahaan untuk memenuhi apa yang menjadi tujuan perusahaan secara cepat dan tepat. Pada penelitian ini kinerja karyawan dipengaruhi oleh kepemimpinan usia muda dan psychological wellbeing baik secara langsung dan tidak langsung melalui kepuasan kerja sebagai mediasi variabel independent dalam mempengaruhi kinerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan usia muda terhadap kinerja karyawan, psychological wellbeing terhadap kinerja karyawan, kepuasan kerja memediasi kepemimpinan usia muda terhadap kinerja karyawan serta kepuasan kerja memediasi psychological wellbeing terhadap kinerja karyawan. Jumlah sampel penelitian ini, yaitu 165 responden dengan metode convenience sampling dengan teknik simple random sampling. Penelitian ini menggunakan alat analisis SEM-Amos. Penelitian ini dilakukan di PT Permodalan Nasional Madani Cabang Lampung pada November 2023.

Temuan empiris menunjukkan bahwa penelitian ini mendukung hipotesis, yaitu kepemimpinan usia muda berpengaruh positif dan signifikan terhadap kinerja karyawan. Psychological wellbeing berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan memediasi pengaruh kepemimpinan usia muda terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan memediasi Psychological wellbeing terhadap kinerja karyawan. Berdasarkan mean item pernyataan terendah dari penelitian yang telah dilakukan didapatkan saran, yakni disarankan kepemimpinan usia muda mampu menyeimbangkan antar kehidupan dan pekerjaan, melakukan perbaikan atau perubahan besar dalam hidup agar psychological wellbeing lebih baik, meningkatkan kerjasama dengan rekan kerja agar kepuasan kerja terus meningkat, dan disarankan untuk kedepannya karyawan mampu memenuhi tugas yang diberikan manajer dengan baik.

Kata kunci: Kepemimpinan Usia Muda, Kepuasan Kerja, Psychological Wellbeing , Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF YOUNG LEADERSHIP AND PSYCHOLOGICAL WELLBEING ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION VARIABLE IN PT PERMODALAN NASIONAL MADANI LAMPUNG BRANCH

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The performance of employees is a measure for the company to achieve its goals quickly and accurately. In this study, employee performance is influenced by young age leadership and psychological well-being, both directly and indirectly through job satisfaction as an independent mediating variable affecting employee performance. The aim of this research was to determine the impact of young age leadership on employee performance, the effect of psychological well-being on employee performance, how job satisfaction mediates the relationship between young age leadership and employee performance, as well as how job satisfaction mediates the impact of psychological well-being on employee performance. The sample size for this research was 165 respondents using a convenience sampling method with simple random sampling technique. The research employed SEM-Amos analysis tool and was conducted at PT Permodalan Nasional Madani, Lampung Branch, in November 2023.

The empirical findings indicate that this study supports the hypothesis, which is that young leadership has a positive and significant influence on employee performance. Psychological well-being has a positive and significant influence on employee performance. Job satisfaction has a positive and significant mediating effect on the influence of young leadership on employee performance. Job satisfaction has a positive and significant mediating effect on the influence of Psychological well-being on employee performance. Based on the mean item statement with the lowest score from the conducted research, recommendations are made, such as suggesting that young leadership is able to balance life and work, making significant improvements or changes in life for better psychological well-being, enhancing collaboration with colleagues to continually improve job satisfaction, and suggesting that in the future employees should be able to fulfill tasks assigned by managers effectively.

Keywords: Young Leadership, Job Satisfaction, Psychological Wellbeing, Employee Performance