

## ABSTRAK

Penelitian ini bertujuan untuk menjelaskan hubungan kepemimpinan transaksional dan hubungan kepemimpinan transformasional dengan *organization innovativeness* melalui *organizational learning capability* sebagai mediator.

Penelitian ini dilakukan pada UKM (Usaha Kecil Menengah) di Kota Kendari Sulawesi Tenggara. Teknik *purposive sampling* diterapkan dalam penelitian ini dengan penyebaran kuisioner sebanyak 280.

Hasil temuan dalam penelitian ini adalah bahwa baik kepemimpinan transaksional maupun kepemimpinan transformasional memiliki pengaruh positif dan signifikan secara langsung terhadap *organizational learning capability* maupun *organization innovativeness*. Peran mediasi *organizational learning capability* memiliki pengaruh positif dan signifikan dalam memediasi kepemimpinan transaksional maupun kepemimpinan transformasional terhadap *organization innovativeness*. Hasil penelitian mengungkapkan bahwa *organizational learning capability* memiliki pengaruh langsung yang sangat besar terhadap *organization innovativeness*, organisasi bisnis diharapkan dapat memaksimalkan proses belajar mereka untuk menciptakan inovasi guna mempertahankan dan mengembangkan eksistensi organisasi di masa yang akan datang.

**Kata Kunci :** **Kepemimpinan Transaksional, Kepemimpinan Transformasional, *Organizational Learning Capability*, dan *Organization Innovativeness*.**

## **ABSTRACT**

*This study aims to explain the relationship between transactional leadership and the relationship of transformational leadership with organizational innovation through organizational learning capability as a mediator.*

*This research was conducted at UKM (Small and Medium Enterprises) in the City of Kendari, Southeast Sulawesi. A purposive sampling technique was applied in this study with the distribution of 280 questionnaires.*

*The findings in this study are that both transactional leadership and transformational leadership have a positive and significant effect directly on organizational learning capability and organizational innovation. The mediating role of organizational learning capability has a positive and significant influence in mediating both transactional and transformational leadership towards organizational innovation. The results revealed that organizational learning capability has a very large direct effect on organizational innovation, business organizations are expected to maximize their learning processes to create innovations to maintain and develop the existence of the organization in the future.*

***Keywords: Transactional Leadership, Transformational Leadership, Organizational Learning Capability, and Organization Innovativeness.***