

ABSTRACT

This study aims to analyze the effect of the government internal control system (SPIP) and transformational leadership practices on the performance of Regional Apparatus Organizations (OPD) with the intensity of innovation as a mediating variable. The variables used are SPIP and transformational leadership as independent variables, organizational performance as the dependent variable, and intensity of innovation as a mediating variable.

The research method used in this study is a quantitative approach. The data used are primary data obtained through distributing questionnaires to 31 OPD in Solok City. The research method used is regression analysis using the IBM SPSS 26 test tool.

The results showed that SPIP had a positive effect on organizational performance but cannot prove the effect on intensity of innovation. Transformational leadership has no effect on organizational performance but has a positive effect on intensity of innovation. While the intensity of innovation has a positive effect on OPD performance, it does not have a mediating role either in the relationship between SPIP and organizational performance or transformational leadership on organizational performance.

Keywords: *Internal Control System, Transformational Leadership, Innovation, Organizational Performance, Public Sector Organization, Regional Apparatus Organization*