

ABSTRACT

In Central Java & DIY, there are a total of 78 substations that are divided into 3 management areas. 26 Substations are managed by UPT (Transmission Management Unit) Semarang, 30 Substations are managed by UPT Purwokerto and 22 Substations are managed by UPT Salatiga. Data for 2015 - 2019 shows that performance in the UPT Purwokerto decreasing, due to the many disturbances in the Substation and Transmission in the UPT Purwokerto area. Evaluation is needed not only technical analysis side but also from the management science side so that this problem does not occur in the UPT Semarang and UPT Salatiga Substations. In this study, a performance improvement study was conducted by examining the effect of 3 independent variables which were proven to increase the performance of an organization based on previous research. First, Disturbance Variables (Indicators: external disturbances, operational disruptions, strategic / planning disruptions, technical equipment disturbances), secondly Transformational leadership (Inspirational Motivation, Ideal Influence, Intellectual Stimulation, Individual Attention) and third HR practices (Indicators: training, compensation, motivation, recruitment). The data analysis tool in this study used SEM-PLS (Partial Least Square) with a sample of all GI supervisors in Central Java & DIY. The results of the study have a significant negative effect on GI leadership performance, leadership and HR practices have a positive effect on GI performance.

Key Words: Disturbance, Substation Performance, Transformational Leadership, Human Resources Practices, SEM - Partial Least Square (PLS)