

**INFLUENCE OF LEADERSHIP TRAINING LEVEL III, CREATIVITY  
AND TASK COMMITMENT TO PERFORMANCE OF EMPLOYEES DUTIES  
OF HEALTH MINISTRY OF THE REPUBLIC OF INDONESIA**

**HASLINDA DAULAY<sup>1</sup>**

*THE ABSTRACT*

*The purpose of this study was to study, test and analyze the influence of leadership level III training, creativity and task commitment to employee performance. The research process carried out at the Indonesian Ministry of Health uses a survey method.*

*The sample of the study was 289 employees of the Ministry of Health of the Republic of Indonesia who had attended level III leadership training in 2014 to 2018, selected in simple random sampling.*

*The findings are: (1) leadership level III training has a positive direct effect on employee performance, (2) creativity has a direct positive effect on employee performance, (3) task commitment has a positive direct effect on employee performance, (4) leadership level III training has a positive direct effect on task commitment, (5) level III leadership training has a direct positive effect on creativity, (6) task commitment has a positive direct effect on creativity, (7) leadership level III training has an indirect effect on employee performance through creativity, (8) level III leadership training has no significant effect directly to employee performance through task commitment, (9) task commitment indirect influence on employee performance through creativity, (10) leadership level III training has an indirect effect on creativity through task commitment. Referring to these findings, researchers can conclude that employee performance is positively influenced by leadership level III training, creativity, and task commitment. Therefore, in order to maintain employee performance, organizations must apply leadership level III training, creativity, and task commitment. Finally, it was concluded that leadership level III training, creativity, and task commitment must be considered in producing employee performance.*

**Keyword:** *Employee Performance, Level III Leadership Training, Creativity and Task Commitment*

---

<sup>1</sup> Fungsional Widyaiswara pada Pusat Pelatihan Badan PPSDM Kesehatan Kemenkes RI

**PENGARUH DIKLAT KEPEMIMPINAN TINGKAT III,  
KREATIVITAS DAN KOMITMEN TUGAS  
TERHADAP KINERJA PEGAWAI  
KEMENTERIAN KESEHATAN REPUBLIK INDONESIA**

**HASLINDA DAULAY<sup>1</sup>**

**ABSTRAK**

Tujuan penelitian ini adalah untuk mempelajari, menguji, dan menganalisis pengaruh diklat kepemimpinan tingkat III, kreativitas dan komitmen tugas terhadap kinerja pegawai Kementerian Kesehatan. Proses penelitian dilakukan di Kementerian Kesehatan Republik Indonesia dengan menggunakan metode survey.

Sampel penelitian adalah 168 pegawai Kementerian Kesehatan RI yang sudah mengikuti diklat kepemimpinan tingkat III pada tahun 2014 sampai dengan tahun 2018. Sampel dipilih dengan cara sampling acak sederhana. Hasil temuannya adalah: (1) diklat kepemimpinan tingkat III berpengaruh langsung positif terhadap kinerja pegawai, (2) kreativitas berpengaruh langsung positif terhadap kinerja pegawai, (3) komitmen tugas berpengaruh langsung positif terhadap kinerja pegawai, (4) diklat kepemimpinan tingkat III berpengaruh langsung positif terhadap komitmen tugas, (5) diklat kepemimpinan tingkat III berpengaruh langsung positif terhadap kreativitas, (6) komitmen tugas berpengaruh langsung positif terhadap kreativitas, (7) diklat kepemimpinan tingkat III berpengaruh tidak langsung terhadap kinerja pegawai melalui kreativitas, (8) diklat kepemimpinan tingkat III berpengaruh tidak langsung terhadap kinerja pegawai melalui komitmen tugas, (9) komitmen tugas berpengaruh tidak langsung terhadap kinerja pegawai melalui kreativitas, (10) diklat kepemimpinan tingkat III berpengaruh tidak langsung terhadap kreativitas melalui komitmen tugas.

Mengacu pada temuan ini, peneliti dapat menyimpulkan bahwa kinerja pegawai dipengaruhi secara positif oleh diklat kepemimpinan tingkat III, kreativitas, dan komitmen tugas. Oleh karena itu, untuk menjaga kinerja pegawai, organisasi harus menerapkan diklat kepemimpinan tingkat III, kreativitas, dan komitmen tugas. Akhirnya, disimpulkan bahwa diklat kepemimpinan tingkat III, kreativitas, dan komitmen tugas harus dipertimbangkan dalam menghasilkan kinerja pegawai.

**Kata kunci:** Kinerja Pegawai, Diklat Kepemimpinan Tingkat III, Kreativitas dan Komitmen Tugas

<sup>1</sup>Fungsional Widyaiswara pada Pusat Pelatihan Badan PPSDM Kesehatan Kemenkes RI