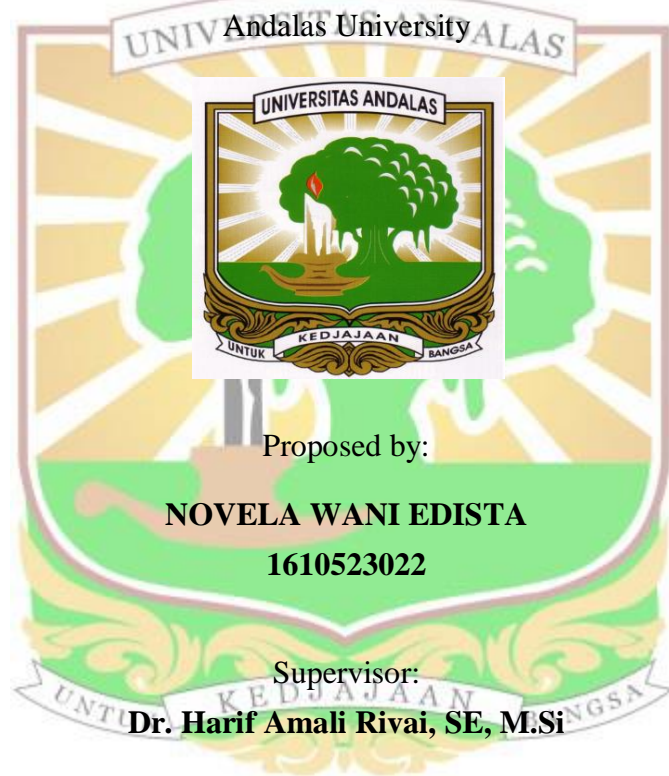


**THE MEDIATING ROLE OF PERCEIVED WORK IMPACT AND
PSYCHOLOGICAL EMPOWERMENT ON THE RELATIONSHIP
BETWEEN TRANSFORMATIONAL LEADERSHIP AND EMPLOYEES'
AFFECTIVE COMMITMENT: CASE IN NONPROFIT HUMANIARIAN
ORGANIZATIONS IN PADANG**

THESIS

Proposed as One of the Requirement to Achieve the Bachelor Degree Title on
Bachelor Study Program (S1) of Management Department in Economic Faculty of



Proposed by:

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1610523022

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INTERNATIONAL MANAGEMENT

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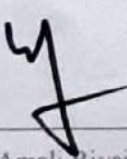
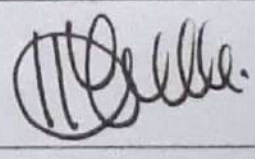
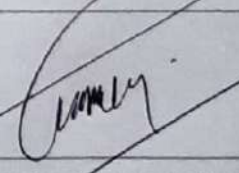
*Bachelor Thesis By : Novela Wani Edista
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ABSTRACT

The purpose of this research is to examine the relationship between transformational leadership and employees' affective commitment through the mediating role of perceived work impact and psychological empowerment. This study used census technique where ninety two employees that work in nonprofit humanitarian organizations in Padang participated as respondents. The result of this research indicates that psychological empowerment mediates the relationship between transformational leadership and employees' affective commitment. In other words, transformational leadership promotes employees' psychological empowerment which in turn, increases their affective commitment. However, in contrast with previous research, it was found that perceived work impact did not mediate the relationship between transformational leadership and employees' affective commitment.


Keywords: *Transformational Leadership, Affective Commitment, Perceived Work Impact, Psychological Empowerment, Nonprofit Humanitarian Organizations.*

This thesis already examined and passed on April, 27th 2020. This abstract already approved by supervisor and examiners:

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Acknowledgement,
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