

ABSTRAK

Penelitian ini mengambil judul Pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Karyawan di unit kerja Saiparsial B Perum Peruri. Penelitian ini bertujuan untuk (1) mengetahui dan menganalisis hubungan gaya kepemimpinan dan motivasi kerja. (2) mengetahui pengaruh parsial gaya kepemimpinan, motivasi kerja terhadap kinerja karyawan. (3) mengetahui pengaruh gaya kepemimpinan dan motivasi kerja terhadap kinerja karyawan. Penelitian ini menggunakan metode kuantitatif melalui pendekatan deskriptif dan verifikatif dengan pengambilan sampel jenuh sebanyak 67 orang. Berdasarkan hasil perhitungan SPSS, bahwa: (1) Terdapat korelasi antara variabel gaya kepemimpinan dengan motivasi kerja. (2) Gaya kepemimpinan secara parsial berpengaruh namun tidak signifikan, hanya sebesar 3%. Sedangkan motivasi kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan sebesar 59%. (3) Terdapat pengaruh secara simultan antara gaya kepemimpinan dan motivasi kerja terhadap kinerja karyawan dengan $F_{hitung} 55,693 > F_{tabel} 3,13$ dan nilai sig. $0,000 < 0,05$

Kata Kunci: Gaya Kepemimpinan, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

This research takes the title The Influence of Leadership Style and Work Motivation on Employee Performance in the Saiparsial B work unit Perum Peruri. This study aims to (1) identify and analyze the relationship between leadership style and work motivation. (2) determine the partial effect of leadership style, work motivation on employee performance. (3) determine the effect of leadership style and work motivation on employee performance. This study uses quantitative methods through descriptive and verification approaches with a saturated sample of 67 people. Based on the results of SPSS calculations, that: (1) There is a correlation between leadership style variables and work motivation. (2) Leadership style is partially influential but not significant, only 3%. While work motivation partially positive and significant effect on employee performance by 59%. (3) There is a simultaneous influence between leadership style and work motivation on employee performance with F count $55.693 > F$ table 3.13 and sig. $0.000 < 0.05$.

Keywords: Leadership Style, Work Motivation, Employee Performance

