

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh kepemimpinan dan motivasi kerja terhadap kinerja pegawai pada Pemerintah Desa Tegalwaru baik secara korelasi, parsial maupun simultan, dengan pendekatan deskriptif dan kuantitatif. Jumlah sampel adalah sebanyak 82 responden dengan menggunakan teknik *sample probability sampling*. Selanjutnya data di analisis menggunakan analisis jalur (*path analysis*). Hasil analisis data penelitian diperoleh kesimpulan sebagai berikut: (1) Kepemimpinan di Pemerintah Desa Tegalwaru sudah baik. (2) Motivasi kerja di Pemerintah Desa Tegalwaru sudah baik. (3) Kinerja pegawai di Pemerintah Desa Tegalwaru sudah baik. (4) Terdapat korelasi yang kuat dan positif antara kepemimpinan dengan motivasi kerja. (5) Terdapat pengaruh secara parsial kepemimpinan terhadap kinerja pegawai. (6) Terdapat pengaruh secara parsial motivasi kerja terhadap kinerja pegawai. (7) Terdapat pengaruh secara simultan kepemimpinan dan motivasi kerja terhadap kinerja Pegawai.

Kata kunci: Kepemimpinan, motivasi kerja, kinerja pegawai.



ABSTRACT

This study aims to explain the influence of leadership and work motivation on employee performance at the Tegalwaru Village Government both in correlation, partial and simultaneous, with descriptive and quantitative approaches. The number of samples is 82 respondents using probability sampling technique. Furthermore, the data is analyzed using path analysis (path analysis). The results of the research data analysis obtained the following conclusions: (1) The leadership in the Tegalwaru Village Government is good. (2) Work motivation in the Tegalwaru Village Government is good. (3) The performance of employees in the Tegalwaru Village Government is good. (4) There is a strong and positive correlation between leadership and work motivation. (5) There is a partial influence of leadership on employee performance. (6) There is a partial influence of work motivation on employee performance. (7) There is a simultaneous influence of leadership and work motivation on employee performance.

Keywords: Leadership, work motivation, employee performance.

