

ABSTRAKSI

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PENGARUH GAYA KEPEMIMPINAN KERJA DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA YAYASAN PENABULU KABUPATEN TANGERANG.

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Kata Kunci : Pengaruh Gaya Kepemimpinan, Motivasi dan Kinerja pegawai.

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah Gaya Kepemimpinan kerja dan Motivasi terhadap kinerja pegawai berpengaruh pada Yayasan PENABULU . Sampel yang digunakan penulis dalam penelitian ini sebanyak 86 responden dan pengambilan sampel menggunakan teknik *random sampling*. Pada penelitian kali ini analisis data yang dilakukan menggunakan bantuan SPSS versi 26. Sedangkan teknik pengujian data yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, analisis korelasi parsial, koefisien determinasi, uji regresi linear berganda, dan uji hipotesis (uji t dan F). Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan berpengaruh terhadap Kinerja pegawai. Dan Motivasi berpengaruh terhadap Kinerja pegawai. Dari hasil uji t parsial untuk variabel Gaya Kepemimpinan (X_1) diperoleh $t_{hitung} = 4,210 > t_{tabel} 1,663$. Maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Gaya Kepemimpinan terhadap Kinerja pegawai pada Yayasan PENABULU. Persentase Gaya Kepemimpinan terhadap Kinerja pegawai pada Yayasan PENABULU sebesar 30,9%. serta hasil uji parsial untuk variabel Motivasi (X_2) diperoleh $t_{hitung} = 8,389 > t_{tabel} 1,663$, maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Motivasi terhadap kinerja pegawai pada Yayasan PENABULU. Persentase Motivasi terhadap kinerja pegawai di Puskesmas Pasir Jaya sebesar 61,5%. Untuk hasil uji F untuk variabel Gaya Kepemimpinan (X_1) dan Motivasi (X_2) diperoleh $F_{hitung} = 72,850 > F_{tabel} 0,05 = 3,19$, maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Gaya Kepemimpinan dan Motivasi terhadap kinerja pegawai pada Yayasan PENABULU. Persentase pengaruh Gaya Kepemimpinan Kerja dan Motivasi terhadap kinerja pegawai sebesar 63,4% sedangkan sisanya 36,6% dipengaruhi oleh faktor lain.

ABSTRACTION

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THE INFLUENCE OF WORK LEADERSHIP STYLE AND MOTIVATION ON EMPLOYEE PERFORMANCE IN PENABULU FOUNDATION, TANGERANG DISTRICT.

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Keywords: The Influence of Leadership Style, Employee Motivation and Performance.

This study aims to analyze and find out whether work Leadership Style and Motivation have an effect on employee performance at the PENABULU Foundation. The sample used by the author in this study was 86 respondents and the sample was taken using a random sampling technique. In this study, data analysis was carried out using SPSS version 26. While the data testing techniques carried out in this study were validity test, reliability test, normality test, partial correlation analysis, coefficient of determination, multiple linear regression test, and hypothesis testing (test t and F). The results of the research show that the leadership style has an effect on employees. And motivation affects employee performance. From the results of the partial t test for the Leadership Style variable (X_1) it is obtained t count = 4.210 > t table 1.663. Then H_0 = Rejected and H_a = Accepted. So there is an influence of Leadership Style on employees at the PENABULU Foundation. The percentage of Performance Leadership Style towards employees at the PENABULU Foundation is 30.9%. as well as partial test results for the variable Motivation (X_2) obtained t count = 8.389 > t table 1.663, then H_0 = Rejected and H_a = Accepted. So there is a motivational influence on employee performance at the PENABULU Foundation. The percentage of motivation on employee performance at the Pasir Jaya Health Center is 61.5%. For the results of the F test for the variable Leadership Style (X_1) and Motivation (X_2) obtained F count = 72.850 > F table 0.05 = 3.19, then H_0 = Rejected and H_a = Accepted. So there is an influence of Leadership Style and Motivation on employee performance at the PENABULU Foundation. The percentage of influence of Work Leadership Style and Motivation on employee performance is 63.4% while the remaining 36.6% is influenced by other factors.