

## ABSTRACT

**Evi Hartati Siregar / 2200861201053 / Human Resource Management / 2026 / The Influence of Leadership Style and Work Discipline on Employee Performance at the People's Welfare Bureau of the Regional Secretariat of Jambi Province. First Supervisor Dr. Sudirman, SE,M.Ei Second Supervisor Rasdi, S.Pd, MM.**

*The objectives of this study are: (1) to describe leadership style, work discipline, and employee performance at the People's Welfare Bureau of the Regional Secretariat of Jambi Province; (2) to analyze and describe the influence of leadership style on employee performance at the People's Welfare Bureau of the Regional Secretariat of Jambi Province; and (3) to analyze the influence of work discipline on employee performance at the People's Welfare Bureau of the Regional Secretariat of Jambi Province.*

*This study uses a quantitative descriptive research method. Data were collected through library research and field research in the form of questionnaires using a Likert scale to measure respondents' opinions. The population consisted of 39 employees, and the sampling method used was total sampling, with a sample size of 39 respondents. Data analysis was conducted using multiple regression analysis, and hypothesis testing was carried out using the t-test and F-test*

*The results of the study indicate that the average score for leadership style was 172, which falls into the **very good** category. The average score for work discipline was 174.1, also categorized as **very good**. Meanwhile, employee performance obtained an average score of 173.7, which is categorized as **very high** at the People's Welfare Bureau of the Regional Secretariat of Jambi Province.*

*Partially, leadership style had a calculated t-value of 3.093, which is greater than the t-table value of 2.030, with a significance value of  $0.004 < 0.05$ . This indicates that leadership style has a **significant influence** on employee performance. In contrast, work discipline had a calculated t-value of 1.875, which is lower than the t-table value of 2.030, with a significance value of  $0.069 > 0.05$ , indicating that work discipline does **not have a significant influence** on employee performance.*

*Simultaneously, leadership style and work discipline have an influence on employee performance, as indicated by an F-calculated value of 4.906, which is greater than the F-table value of 3.27. In conclusion, simultaneously, leadership style and work discipline have a significant influence on employee performance at the People's Welfare Bureau of the Regional Secretariat of Jambi Province.*

*Keywords: Leadership Style, Work Discipline, Employee Performance*

## ABSTRAK

**Evi Hartati Siregar/2200861201053/Manajemen Sumberdaya Manusia/2026/  
Pengaruh Gaya Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja  
Pegawai Di Biro Kesejahteraan Rakyat Setda Provinsi Jambi. Pembimbing  
Pertama Dr. Sudirman, SE,M.Ei Pembimbing Kedua Rasdi, S.Pd, Mm.**

Tujuan penelitian ini adalah (1) untuk mendeskripsikan gaya kepemimpinan, disiplin kerja dan kinerja pegawai pada kantor Biro Kesejahteraan Rakyat Setda Provinsi Jambi, (2) untuk menganalisa dan mendeskripsikan pengaruh gaya kepemimpinan terhadap kinerja pegawai pada kantor Biro Kesejahteraan Rakyat Setda Provinsi Jambi, (3) untuk menganalisa pengaruh disiplin kerja terhadap kinerja pegawai pada kantor Biro Kesejahteraan Rakyat Setda Provinsi Jambi.

Metode penelitian adalah deskriptif kuantitatif, pengumpulan data berupa *library research* dan *Field research* berupa kuesioner atau angket menggunakan *skala likert* terhadap pendapat responden. Populasi berjumlah 39 orang, metode sampel adalah *total sampling* berjumlah 39 orang. Analisis regresi berganda, dan uji hipotesis berupa uji t dan uji f.

Hasil penelitian bahwa skor rata-rata gaya kepemimpinan berjumlah 172 kategori sangat baik, Disiplin kerja rata-rata skor berjumlah 174,1 juga sangat baik. sedangkan pada kinerja pegawai skor rata-rata 173,7 sangat tinggi pada Biro Kesejahteraan Rakyat Setda provinsi Jambi.

Secara parsial Gaya Kepemimpinan memiliki nilai  $t_{hitung}$  sebesar  $3,093 > t_{tabel}$  2,030 dengan nilai signifikansi  $0,004 < 0,05$  sehingga gaya kepemimpinan berpengaruh signifikan terhadap Kinerja pegawai, Disiplin Kerja memiliki nilai  $t_{hitung}$  sebesar  $1,875 <$  dari  $t_{tabel}$  2,030 dengan signifikansi  $0,069 > 0,05$  sehingga tidak berpengaruh signifikansi terhadap kinerja pegawai. terdapat pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja sebesar F hitung  $4,906 >$  F tabel 3,27.

Kesimpulan secara simultan terdapat pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja pegawai pada kantor Biro Kesejahteraan Rakyat Setda Provinsi Jambi.

Kata Kunci: Gaya Kepemimpinan, Disiplin Kerja, Kinerja Pegawai