

ABSTRAK

Y. JERRY FEBRIANTO HT /2100861201214 / PENGARUH GAYA KEPEMIMPINAN, MOTIVASI DAN DISIPLIN TERHADAP KINERJA PEGAWAI PADA DINAS KEMENTERIAN PEKERJAAN UMUM BALAI PELAKSANAAN JALAN NASIONAL KOTA JAMBI / UBAIDILLAH, S.E., M.SI, PEMBIMBING I DAN M. SYUKRI, S.E. SY, M.E PEMBIMBING II

Tujuan penelitian ini adalah sebagai berikut: 1) untuk mengetahui dan mendeskripsikan pengaruh biaya kepemimpinan, motivasi dan disiplin kerja terhadap kinerja pegawai dan kementerian pekerjaan umum balai pelaksanaan jalan nasional kota Jambi. 2) untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan, motivasi dan disiplin secara simultan terhadap kinerja pegawai pada dinas kementerian pekerjaan umum balai pelaksanaan jalan nasional kota Jambi. 3) untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan, motivasi dan disiplin secara parsial terhadap kinerja pegawai pada dinas kementerian pekerjaan umum balai pelaksanaan jalan nasional kota Jambi.

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan, motivasi kerja, dan disiplin kerja terhadap kinerja pegawai pada Dinas Kementerian Pekerjaan Umum Balai Pelaksanaan Jalan Nasional Kota Jambi. Fenomena ketidakhadiran tanpa keterangan yang tinggi, lemahnya disiplin, dan motivasi kerja yang belum optimal menjadi latar belakang utama penelitian.

Metode penelitian yang digunakan adalah deskriptif kuantitatif dengan sampel sebanyak 60 pegawai. Analisis data dilakukan menggunakan regresi linear berganda melalui uji validitas, reliabilitas, uji asumsi klasik, uji parsial (t), uji simultan (F), dan koefisien determinasi

Hasil penelitian menunjukkan bahwa secara parsial variabel gaya kepemimpinan, motivasi kerja, dan disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Berdasarkan hasil uji t, gaya kepemimpinan memiliki nilai sig. 0,822 dan $t = -0,226$; motivasi kerja memiliki nilai sig. 0,367 dan $t = 0,910$; sedangkan disiplin kerja menjadi variabel paling dominan dengan nilai sig. 0,000 dan $t = 4,832$. Secara simultan, ketiga variabel berpengaruh signifikan terhadap kinerja pegawai, dibuktikan melalui nilai Fhitung sebesar 17,540 dengan sig. $0,000 \leq 0,0$

Koefisien determinasi menunjukkan bahwa nilai Adjusted R Square sebesar 0,457 atau 45,7%, yang berarti gaya kepemimpinan, motivasi kerja, dan disiplin kerja mampu menjelaskan 45,7% variasi kinerja pegawai, sementara 54,3% sisanya dipengaruhi faktor lain di luar penelitian. Dengan demikian, peningkatan kinerja pegawai dapat dicapai melalui perbaikan gaya kepemimpinan, penguatan motivasi kerja, dan penegakan disiplin yang lebih konsisten.

Kata kunci: Gaya Kepemimpinan, Motivasi Kerja, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

Y. JERRY FEBRIANTO HT /2100861201214 / THE INFLUENCE OF LEADERSHIP STYLE, MOTIVATION AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE MINISTRY OF PUBLIC WORKS DEPARTMENT OF THE NATIONAL ROAD IMPLEMENTATION CENTER IN JAMBI CITY / UBAIDILLAH, S.E., M.SI, SUPERVISOR I AND M. SYUKRI, S.E. SY, M.E SUPERVISOR II

The objectives of this study are as follows: 1) to determine and describe the influence of leadership costs, motivation and work discipline on employee performance and the Ministry of Public Works National Road Implementation Center in Jambi City. 2) to determine and analyze the influence of leadership style, motivation and discipline simultaneously on employee performance at the Ministry of Public Works National Road Implementation Center in Jambi City. 3) to determine and analyze the influence of leadership style, motivation and discipline partially on employee performance at the Ministry of Public Works National Road Implementation Center in Jambi City.

This study aims to analyze the influence of leadership style, work motivation, and work discipline on employee performance at the Jambi City National Road Implementation Center, Ministry of Public Works. The phenomenon of high unexcused absences, weak discipline, and suboptimal work motivation are the main background of the study.

The research method used is descriptive quantitative with a sample of 60 employees. Data analysis was conducted using multiple linear regression through validity tests, reliability tests, classical assumption tests, partial tests (t), simultaneous tests (F), and coefficient of determination.

The results of the study indicate that partially the variables of leadership style, work motivation, and work discipline have a positive and significant influence on employee performance. Based on the results of the t-test, leadership style has a sig. value of 0.822 and $t = -0.226$; work motivation has a sig. value of 0.367 and $t = 0.910$; while work discipline is the most dominant variable with a sig. value of 0.000 and $t = 4.832$. Simultaneously, the three variables have a significant influence on employee performance, as evidenced by the F-value of 17.540 with a sig. value of $0.000 \leq 0.0$.

The coefficient of determination shows that the Adjusted R Square value is 0.457 or 45.7%, which means that leadership style, work motivation, and work discipline are able to explain 45.7% of the variation in employee performance, while the remaining 54.3% is influenced by other factors outside the research. Thus, improving employee performance can be achieved through improving leadership style, strengthening work motivation, and enforcing more consistent discipline.

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