

ABSTRAK

Sakti Setia Habibi. 82302425018. "Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Pegawai di SMKN 3 Banjar".

Penelitian ini dilatarbelakangi oleh belum optimalnya kinerja pegawai di SMKN 3 Banjar, yang diduga dipengaruhi oleh belum optimalnya fungsi kepemimpinan kepala sekolah, khususnya pada aspek pemberian tugas yang belum mempertimbangkan perbedaan individual pegawai sehingga berdampak pada menurunnya semangat kerja, serta belum optimalnya motivasi kerja pegawai terutama pada aspek kekerabatan (*relatedness*) yang mencakup pengakuan atas kontribusi dan keterlibatan dalam kerja tim. Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) pengaruh gaya kepemimpinan terhadap kinerja pegawai; (2) pengaruh motivasi kerja terhadap kinerja pegawai; dan (3) pengaruh gaya kepemimpinan dan motivasi kerja secara simultan terhadap kinerja pegawai di SMKN 3 Banjar. Penelitian ini menggunakan metode kuantitatif dengan desain *explanatory survey*. Populasi penelitian adalah seluruh tenaga pendidik di SMKN 3 Banjar sebanyak 77 orang, dan seluruh populasi dijadikan sampel penelitian. Analisis data dilakukan melalui uji validitas, reliabilitas, normalitas, korelasi, serta analisis regresi linear berganda, dengan pengujian hipotesis menggunakan uji t dan uji F. Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi sebesar 0,827 (kategori kuat) dan kontribusi sebesar 68,4%, dibuktikan dengan nilai t hitung (12,756) > t tabel (1,992); (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi sebesar 0,757 (kategori kuat) dan kontribusi sebesar 57,3%, dibuktikan dengan nilai t hitung (10,022) > t tabel (1,992); dan (3) gaya kepemimpinan dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien korelasi berganda sebesar 0,849 (kategori sangat kuat) dan kontribusi sebesar 72,1%, dibuktikan dengan nilai F hitung (95,669) > F tabel (3,120), dengan persamaan regresi $\hat{Y} = 5,507 + 0,478X_1 + 0,294X_2$.

Kata Kunci: Gaya Kepemimpinan, Motivasi Kerja, Kinerja Pegawai

ABSTRACT

Sakti Setia Habibi. 82302425018. "The Influence of Leadership Style and Work Motivation on Employee Performance at SMKN 3 Banjar".

This research is motivated by the suboptimal performance of employees at SMKN 3 Banjar, which is suspected to be influenced by the suboptimal leadership function of the school principal, particularly in the aspect of task assignment that has not taken into account individual differences among employees, thereby impacting employee morale, as well as the suboptimal work motivation of employees, especially in the relatedness dimension concerning recognition of contributions and involvement in teamwork. This study aims to determine and analyze: (1) the effect of leadership style on employee performance; (2) the effect of work motivation on employee performance; and (3) the simultaneous effect of leadership style and work motivation on employee performance at SMKN 3 Banjar. This study used a quantitative method with an explanatory survey design. The study population consisted of all 77 teaching staff at SMKN 3 Banjar, and the entire population served as the research sample. Data analysis was conducted through validity, reliability, normality, correlation, and multiple linear regression analysis, with hypothesis testing using the t-test and F-test. The results of the study showed that: (1) leadership style has a positive and significant effect on employee performance with a correlation coefficient of 0.827 (strong category) and a contribution of 68.4%, evidenced by the calculated t value (12.756) > t table (1.992); (2) work motivation has a positive and significant effect on employee performance with a correlation coefficient of 0.757 (strong category) and a contribution of 57.3%, evidenced by the calculated t value (10.022) > t table (1.992); and (3) leadership style and work motivation simultaneously have a positive and significant effect on employee performance with a multiple correlation coefficient of 0.849 (very strong category) and a contribution of 72.1%, evidenced by the calculated F value (95.669) > F table (3.120), with a regression equation of $\hat{Y} = 5.507 + 0.478X_1 + 0.294X_2$.

Keywords: Leadership Style, Work Motivation, Employee Performance