

ABSTRACT

Subhan Juniarto, NIM 120211100073. The Effect of Supervision Leadership and Employee Motivation on the Performance of Departement of Population and Civil Registration Sumenep Regency. Under the guidance by Drs. Ec. Mudji Kuswinarno, M. Si. and Faidal, SE., MM.

Statements of research problem of this study are (1) does Supervision Leadership have an effect on the Performance of Departement of Population and Civil Registration Sumenep Regency? (2) does Employee Motivation have an effect on the Performance of Departement of Population and Civil Registration Sumenep Regency? (3) does Supervision Leadership and Employee Motivation have an effect on the Performance of Departement of Population and Civil Registration Sumenep Regency? This study uses quantitative method that the population and sample are all of the Government Employees at Departement of Population and Civil Registration Sumenep Regency wich amounted to 74 employees. Based on the results of the study, so (1) Supervision Leadership does not have an effect on the Performance of Government Employees at Departement of Population and Civil Registration Sumenep Regency with the value of t_{count} is $0,298 < t_{table} 1,993$ and the significant level is $0,766 > 0,05$, so that H_0 is accepted and H_1 is rejected. (2) Employee Motivation has an effect on the Performance of Government Employees at Departement of Population and Civil Registration Sumenep Regency with t_{count} for variable of Employee Motivation is $9,157 > t_{table} 1,993$ and the significant level is $0,000 < 0,05$, so that H_0 is rejected and H_1 is a accepted. (3) Simultaneously, Supervision Leadership and Employee Motivation have an effect on the Performance of Government Employees at Departement of Population and Civil Registration Sumenep Regency with $F_{count} 73,961 > F_{table} 3,1257$ and the significant level is $0,000 < 0,05$, so that H_1 is accepted and H_0 is rejected.

Key Words: Supervision Leadership, Employee Motivation, Employee Performance.

ABSTRAK

Subhan Juniarto, NIM 120211100073. Pengaruh Pengawasan Pimpinan dan Motivasi Pegawai terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep. Dibawah bimbingan Drs. Ec. Mudji Kuswinarno, M.Si. dan Faidal, SE., MM.

Rumusan masalah dalam penelitian ini adalah (1) apakah Pengawasan Pimpinan berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep? (2) apakah Motivasi Pegawai berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep? (3) apakah Pengawasan Pimpinan dan Motivasi Pegawai berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep? Penelitian ini menggunakan metode kuantitatif dimana populasi dan sampelnya adalah semua Pegawai Negeri Sipil Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep yang berjumlah 74 pegawai. Berdasarkan hasil penelitian, maka (1) Pengawasan Pimpinan tidak berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep dengan nilai t_{hitung} sebesar $0,298 < t_{\text{tabel}} 1,993$ dan tingkat signifikan $0,766 > 0,05$, sehingga H_0 diterima dan H_1 ditolak. (2) Motivasi Pegawai berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep dengan t_{hitung} untuk variabel Motivasi Pegawai sebesar $9,157 > t_{\text{tabel}} 1,993$ dan tingkat signifikan $0,000 < 0,05$, sehingga H_0 ditolak dan H_1 diterima. (3) Pengawasan Pimpinan dan Motivasi Pegawai secara simultan berpengaruh terhadap Kinerja Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sumenep dengan $F_{\text{hitung}} 73,961 > F_{\text{Tabel}} 3,1257$ dan tingkat signifikan $0,000 < 0,05$, sehingga H_1 diterima dan H_0 ditolak.

Kata kunci: Pengawasan Pimpinan, Motivasi Pegawai, Kinerja Pegawai.