

ABSTRAK

Siti Masfufah, 160211100099. Pengaruh Gaya Kepemimpinan Otoriter dan Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja sebagai Variable Intervening Pada PT. Dok dan Perkaplan Surabaya (persero) Bimbingan Bapak Helmi Buyung Aulia Safrizal, ST., SE., M.T.

Penelitian ini membahas gaya kepemimpinan otoriter, lingkungan kerja, kinerja, dan kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif, dengan analisis jalur. Dengan jumlah responden 43. Tujuan penelitian ini adalah untuk menguji pengaruh gaya kepemimpinan otoriter dan lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening. Berdasarkan hasil analisis, menunjukkan bahwa gaya kepemimpinan otoriter dan lingkungan kerja berpengaruh secara langsung maupun tidak langsung terhadap kinerja karyawan melalui kepuasan kerja. 1) Gaya kepemimpinan otoriter berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $4,294 > t_{tabel}$ $2,01954$ dan tingkat signifikan $0,000 < 0,005$. 2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $3,971 > t_{tabel}$ $2,01954$ dan tingkat signifikan $0,000 < 0,005$. 3) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $4,081 > t_{tabel}$ $2,01954$ dan tingkat signifikan $0,000 < 0,005$. 4) gaya kepemimpinan otoriter berpengaruh positif dan signifikan terhadap kepuasan kerja nilai t_{hitung} sebesar $7,981 > t_{tabel}$ $2,02108$ dan tingkat signifikasinya $0,000 < 0,005$. 5) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja nilai t_{hitung} sebesar $2,754 > t_{tabel}$ $2,02108$ dan tingkat signifikansi $0,009 < 0,005$. sedangkan pengaruh mediasi gaya kepemimpinan otoriter positif dan signifikan terhadap kinerja melalui kepuasan dengan nilai koefisien pengaruh tidak langsung sebesar dan t_{hitung} $0,726 > t_{tabel}$ $2,02108$ dan tingkat signifikansi $0,05$. Pengaruh mediasi lingkungan kerja positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja nilai koefisien pengaruh tidak langsung dan nilai t_{hitung} $0,250 > t_{tabel}$ $2,01954$ dan tingkat signifikansi $0,05$

Kata kunci: Gaya kepemimpinan otoriter, Lingkungan kerja, Kinerja karyawan, Kepuasan kerja.

ABSTRACT

Siti Masfufah, 160211100099. *The Effect of Authoritarian Leadership Style and Work Environment on Employee Performance through Job Satisfaction as Intervening Variable at PT. Doc and Perkapalan Surabaya (Persero), Under the guidance of Helmi Buyung Aulia Safrizal, ST., SE., M.T.*

This study discusses authoritarian leadership style, work environment, performance, and job satisfaction. This study uses a quantitative approach, with path analysis. The number of respondents is 43. The objective of this study is to examine the effect of authoritarian leadership style and work environment on employee performance through job satisfaction as an intervening variable. Based on the results of the analysis, it shows that the authoritarian leadership style and work environment directly or indirectly have an effect on employee performance through job satisfaction. 1) The authoritarian leadership style has a positive and significant effect on the employee performance with the value of t_{count} of 4.294 > t_{table} of 2.01954 and a significant level of $0.000 < 0.005$. 2) Work environment has a positive and significant effect on the employee performance with the value of t_{count} of 3.971 > t_{table} of 2.01954 and a significant level of $0.000 < 0.005$. 3) Job satisfaction has a positive and significant effect on the employee performance the value of t_{count} of 4.081 > t_{table} of 2.01954 and a significant level of $0.000 < 0.005$. 4) Authoritarian leadership style has a positive and significant effect on job satisfaction with the value of t_{count} of 7.981 > t_{table} of 2.02108 and a significance level of $0.000 < 0.005$. 5) Work environment has a positive and significant effect on job satisfaction with the value of t_{count} of 2.754 > t_{table} of 2.02108 and a significance level of $0.009 < 0.005$. Moreover, the effect of authoritarian leadership style mediation is positive and significant on the performance through job satisfaction with the value of indirect effect coefficient and t_{count} of 0.726 > t_{table} of 2.02108 and the significance level of 0.05. The effect of work environment mediation is positive and significant on the employee performance through job satisfaction with the value of indirect effect coefficient and t_{count} of 0.250 > t_{table} of 2.01954 and the significance level of 0.05.

Keywords: Authoritarian leadership style, Work environment, Employee performance, Job satisfaction.