

ABSTRAK

Yasinta Qur'an Dinia. "Pengaruh Motivasi Kerja dan Gaya Kepemimpinan Demokratis Berpengaruh Terhadap Kinerja Pegawai Puskesmas Baturmarmar Pamekasan" Dibawah bimbingan Dr. RM. Mochammad Wispandono, S.E.,MS.

Motivasi dan gaya kepemimpinan merupakan hal yang penting untuk pencapaian hasil yang maksimal. Suatu perusahaan dalam kondisi dimana pegawai mampu bekerja sesuai dengan peraturan, memiliki motivasi yang tinggi, maka otomatis tujuan perusahaan akan mudah tercapai. Penelitian ini bertujuan untuk mengidentifikasi motivasi kerja dan gaya kepemimpinan demokratis mempengaruhi kinerja pegawai Puskesmas. Penelitian ini menggunakan metode kuantitatif yang populasinya pegawai Puskesmas, dengan teknik pengambilan sampel yaitu proportionate stratified random sampling, yang diperoleh sampel sebanyak 50 responden. Hipotesis penelitian ini adalah: (1) motivasi kerja berpengaruh terhadap kinerja (2) gaya kepemimpinan demokratis berpengaruh terhadap kinerja (3) gaya kepemimpinan demokratis dan motivasi kerja berpengaruh terhadap kinerja (4) motivasi kerja berpengaruh dominan terhadap kinerja. Berdasarkan hasil analisis secara parsial hasil uji t motivasi kerja yaitu $t_{hitung} (-0,412) < t_{tabel} (1,677)$ dengan tingkat signifikansi $0,683 > 0,05$. Hasil uji t gaya kepemimpinan demokratis yaitu $t_{hitung} (5,975) > t_{tabel} (1,677)$ dengan tingkat signifikansi $0,000 < 0,05$. Hasil uji f terdapat pengaruh positif antara motivasi kerja dan gaya kepemimpinan demokratis terhadap kinerja dengan hasil $f_{hitung} (16,824) > f_{tabel} (2,42)$ dan nilai R Square sebesar 0,417 atau 41,7%.

Kata Kunci: Motivasi Kerja, Gaya Kepemimpinan Demokratis, Kinerja.

ABSTRACT

Yasinta Quran Dinia. "The Effect of Work Motivation and Democratic Leadership Style on Employees Performance at Batumarmar Pamekasan Health Center" Under the guidance of Dr. RM. Mochammad Wispandono, S.E., MS.

Motivation and leadership style are important factors for achieving maximum results. A company that employees are able to work in regulations and in high motivation, the company's goals will be easily achieved. This study aims are to determine whether the work motivation and democratic leadership style effect on the employees performance in Batumarmar Health Center. This study uses a quantitative method. The 50 respondents as sample is obtained by proportionate stratified random sampling technique. The hypotheses of this study are: (1) work motivation has a positive and significant effect on employees performance; (2) democratic leadership style a positive and significant effect on employees performance; (3) democratic leadership style and work motivation have a significant effect on employees performance; (4) work motivation has a dominant effect on employees performance. Based on partial analysis, the results showed that the work motivation has $t_{count} (-0.412) < t_{table} (1.677)$ and the significance level is $0.683 > 0.05$. The democratic leadership style has $t_{count} (5.975) > t_{table} (1.677)$ and the significance level is $0.000 < 0.05$. There is a positive effect between work motivation and democratic leadership style on employees performance as $f_{count} (16,824) > f_{table} (2.42)$ and R square is 0.417 or 41.7%.

Keywords: Work Motivation, Democratic Leadership Style, Performance.