

ABSTRACT

Nurul Amelia, 180211200246. The Role of Democratic Leadership Style and Non-Physical Work Environment in Improving Employee Performance During a Pandemic (Case Study at the Dungkek District Office, Sumenep Regency).

This study aims to determine: (1) how the role of democratic leadership style in improving employee performance during the pandemic at the Dungkek District Office, Sumenep Regency, (2) To find out how the role of the non-physical work environment in improving employee performance during the pandemic at the Dungkek District Office Sumenep Regency and (3) To find out how the role of democratic leadership style and non-physical work environment in improving employee performance during the pandemic at the Dungkek District Office, Sumenep Regency. This research uses descriptive qualitative method, with 9 informants as the source. Sampling technique with purpose sampling. The author obtained data from documents and verbal statements from agency leaders and employees under the leadership.

The results of this study indicate that: (1) the democratic leadership style plays an important role in improving the performance of employees during the pandemic at the Dungkek District Office, Sumenep Regency (2) the non-physical work environment is no less important in maintaining or improving employee performance during the pandemic in Indonesia. The Dungkek District Office of Sumenep Regency and (3) informants agreed that the democratic leadership style and non-physical work environment play an important role in maintaining, developing and improving performance during the pandemic at the Dungkek District Office of Sumenep Regency.

Keywords: Democratic Leadership Style, Non-Physical Work Environment, Performance

ABSTRAK

Nurul Amelia, 180211200246. Peranan Gaya Kepemimpinan Demokratis dan Lingkungan Kerja Non Fisik dalam Peningkatan Kinerja Pegawai Pada Masa Pandemi (Studi Kasus Pada Kantor Kecamatan Dungkek Kabupaten Sumenep).

Penelitian ini bertujuan untuk mengetahui: (1) bagaimana peranan gaya kepemimpinan demokratis dalam peningkatan kinerja pegawai pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep, (2) Untuk mengetahui bagaimana peranan lingkungan kerja non fisik dalam peningkatan kinerja pegawai pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep dan (3) Untuk mengetahui bagaimana peranan gaya kepemimpinan demokratis dan lingkungan kerja non fisik dalam peningkatan kinerja pegawai pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep. Penelitian ini menggunakan metode kualitatif deskriptif, dengan narasumber 9 informan. Teknik pengambilan sampling dengan purpose sampling. Penulis memperoleh data yang berasal dari dokumen maupun pernyataan lisan dari pemimpin instansi dan pegawai yang berada dibawah pimpinan.

Hasil peneitian ini menunjukkan bahwa: (1) gaya kepemimpinan demokratis sangat berperan penting dalam peningkatan kinerja bagi pegawai pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep (2) lingkungan kerja non fisik juga tidak kalah penting dalam mempertahankan ataupun meningkatkan kinerja pegawai pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep dan (3) informan sepakat bahwa gaya kepemimpinan demokratis dan lingkungan kerja non fisik sangat berperan penting dalam mempertahankan, mengembangkan maupun meningkatkan kinerja pada masa pandemi di Kantor Kecamatan Dungkek Kabupaten Sumenep.

Kata Kunci: Gaya Kepemimpinan Demokratis, Lingkungan Kerja Non Fisik, Kinerja