

ABSTRAK

Penelitian ini dilakukan untuk mengetahui Pengaruh Kepemimpinan Transformasional Kepala Desa, Disiplin Kerja Serta Motivasi Kerja Terhadap Kinerja Aparat Desa dikepulauan Sumenep. Objek Penelitian ini adalah didua Pulau yaitu Pulau Raas dan Pulau Sapudi. Penelitian ini dilukan dengan menyebarkan kuesioner pada 170 Aparat Desa di Pulau Raas dan Sapudi. Metode penelitian ini yaitu pendekatan kuantitatif dengan uji hipotesis dan alat analisis regresi. Pendekatan kuantitatif secara sederhana lebih merujuk pada pengumpulan data dan menganalisis informasi secara statistika dengan menggunakan uji statistic. Alat analisis yang digunakan adalah Structural Equation Model (SEM).

Hasil Penelitian ini gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap motivasi kerja aparat di Kepulauan Sumenep. Disiplin kerja memiliki pengaruh positif namun tidak signifikan terhadap motivasi kerja aparat desa di Kepulauan tersebut. Gaya kepemimpinan transformasional tidak memiliki pengaruh yang signifikan secara langsung terhadap kinerja aparat desa di Kepulauan Sumenep. Disiplin kerja tidak memiliki pengaruh yang signifikan secara langsung terhadap kinerja aparat desa di Kepulauan Sumenep. Motivasi kerja terbukti berpengaruh positif dan signifikan terhadap kinerja aparat desa di kepulauan tersebut. Selain itu, tidak terdapat pengaruh langsung yang signifikan dari gaya kepemimpinan transformasional terhadap kinerja aparat desa melalui motivasi kerja, maupun dari disiplin kerja terhadap kinerja aparat desa melalui motivasi kerja. Oleh karena itu, meskipun disiplin kerja dan kepemimpinan transformasional dapat meningkatkan motivasi kerja, pengaruh langsungnya terhadap kinerja aparat desa tidak begitu signifikan di Kepulauan Sumenep. Hal ini mengindikasikan bahwa faktor-faktor lain juga dapat mempengaruhi kinerja aparat desa di wilayah tersebut dan perlu diperhatikan dalam perumusan kebijakan atau strategi manajerial yang lebih holistik.

Kata Kunci: Gaya Kepemimpinan Tranformasional Kepala Desa, Disiplin Kerja, Motivasi Kerja, Kinerja Aparat Desa.

ABSTRACT

This research was conducted to determine the influence of the Village Head's Transformational Leadership, Work Discipline and Work Motivation on the Performance of Village Officials in the Sumenep Islands. The objects of this research are two islands, that is Raas Island and Sapudi Island. This research was carried out by distributing questionnaires to 170 Village Officials on Raas and Sapudi Islands. This research method is a quantitative approach with hypothesis testing and regression analysis tools. The quantitative approach simply refers to collecting data and analyzing information statistically using statistical tests. The analytical tool used is the Structural Equation Model (SEM).

The results of this research are that the transformational leadership style has a positive and significant effect on the work motivation of officials in the Sumenep Islands. Work discipline has a positive but not significant influence on the work motivation of village officials in the Islands. The transformational leadership style does not have a significant direct influence on the performance of village officials in the Sumenep Islands. Work discipline does not have a significant direct influence on the performance of village officials in the Sumenep Islands. Work motivation has been proven to have a positive and significant effect on the performance of village officials on the islands. Apart from that, there is no significant direct influence of the transformational leadership style on the performance of village officials through work motivation, nor of work discipline on the performance of village officials through work motivation. Therefore, although work discipline and transformational leadership can increase work motivation, their direct influence on the performance of village officials is not very significant in the Sumenep Islands. This indicates that other factors can also influence the performance of village officials in the area and need to be taken into account when formulating more holistic policies or managerial strategies.

Keywords: *Village Head Transformational Leadership Style, Work Discipline, Work Motivation, Village Official Performance.*