

ABSTRAK

Nabila Aulia, “Pengaruh motivasi terhadap Kinerja Karyawan melalui Perilaku Kreatif Pemimpin sebagai variabel Intervening (Studi pada karyawan KSPPS BMT NU Jawa Timur Kec. Gapura”. Di bawah bimbingan Mochammad Isa Anshori S.E.,M.Si

Penelitian ini bertujuan untuk mengetahui pengaruh Motivasi terhadap kinerja karyawan melalui perilaku kreatif pemimpin sebagai variabel intervening pada karyawan KSPPS BMT NU Jawa Timur Kec Gapura. Dalam penelitian ini peneliti menggunakan metode probability sampling yakni pengambilan sampel untuk memberi peluang yang sama pada setiap anggota populasi untuk dipilih menjadi anggota sampel, dengan teknik random sampling (pengambilan sampel acak sederhana), dengan mengambil sampel dari anggota populasi dan dilakukan secara acak yang mempunyai pertimbangan minimal 1 tahun berkerja dengan populasi sebesar 219 dan sampel sebesar 141 responden. Metode yang dilakukan adalah kuesioner dan wawancara. Hasil dari uji t variabel motivasi kerja berpengaruh signifikan terhadap kinerja karyawan sebesar 0.370 dengan nilai thitung > ttabel ($2.860 > 1.977$) dengan nilai signifikansi $0.005 < 0.05$, variabel perilaku kreatif pemimpin berpengaruh terhadap kinerja karyawan sebesar 0.335 dengan nilai thitung > ttabel ($2.353 > 1.977$) dengan nilai signifikansi $0.020 < 0.05$. dari hasil analisis jalur (Path Analysis) dan uji sobel variabel motivasi dapat berpengaruh terhadap kinerja karyawan secara tidak langsung melalui variabel perilaku kreatif pemimpin sebagai variabel intervening dengan nilai Zhitung > Ztabel ($2.351 > 1.96$). Hasil uji koefisien determinasi menunjukkan nilai R Square sebesar 0.564 yang artinya bahwa variabel motivasi dan perilaku berpengaruh sebesar 0.56% terhadap kinerja karyawan, dan sisanya dipengaruhi oleh variabel lain yang tidak ada dalam penelitian. penelitian menunjukkan bahwa terdapat pengaruh secara parsial motivasi dan perilaku kreatif pemimpin terhadap kinerja karyawan serta terdapat pengaruh motivasi terhadap kinerja karyawan melalui perilaku kreatif pemimpin sebagai variabel intervening. Implikasinya adalah direktur utama selaku pemimpin dalam KSPPS BMT NU Jawa Timur dapat mempertahankan serta meningkatkan motivasi yang diberikan guna meningkatkan kinerja karyawannya.

Kata Kunci: Motivasi, Perilaku Kreatif Pemimpin, Kinerja Karyawan

ABSTRACT

Nabila Aulia, "The Influence of Motivation on Employees Performance through Creative Behavior of Leaders as Intervening Variables (Study on employees of KSPPS BMT NU East Java Kec. Gapura". Under the guidance of Mochammad Isa Anshori SE, M.Si

This purpose of this research to determine the effect of motivation on employees performance through creative behavior of leaders as an intervening variable on employees of KSPPS BMT NU East Java, Gapura. In this study, the researcher used probability sampling method, namely sampling to provide equal opportunities for each member of the population to be selected as a member of the sample, with random sampling technique (simple random sampling), by taking samples from members of the population and carried out randomly which had consideration at least 1 year working with a population of 219 and a sample of 141 respondents. The methods used are questionnaires and interviews. The results of the t-test of work motivation variables have a significant effect on employee performance of 0.370 with a value of $t_{count} > t_{table}$ ($2.860 > 1.977$) with a significance value of $0.005 < 0.05$, the leader's creative behavior variable has an effect on employee performance of 0.335 with a value of $t_{count} > t_{table}$ ($2.353 > 1.977$) with a significance value of $0.020 < 0.05$. from the results of path analysis (Path Analysis) and Sobel test motivational variables can affect employee performance indirectly through the leader's creative behavior variable as an intervening variable with a value of $Z_{count} > Z_{table}$ ($2.351 > 1.96$). The results of the coefficient of determination test show an R Square value of 0.564, which means that motivation and behavior variables have an effect of 0.56% on employee performance, and the rest is influenced by other variables not included in the study. The research shows that there is a partial influence of motivation and creative behavior of leaders on employees performance and there is an influence of motivation on employees performance through creative behavior of leaders as an intervening variable. The implication is that the main director as a leader in KSPPS BMT NU East Java can maintain and increase the motivation given to improve employees performance. and the rest is influenced by other variables that are not in the study. The research shows that there is a partial influence of motivation and creative behavior of leaders on employees performance and there is an influence of motivation on employee performance through creative behavior of leaders as an intervening variable. The implication is that the main director as a leader in KSPPS BMT NU East Java can maintain and increase the motivation given to improve employee performance. and the rest is influenced by other variables that are not in the study. The research shows that there is a partial influence of motivation and creative behavior of leaders on employee performance and there is an influence of motivation on employee performance through creative behavior of leaders as an intervening variable. The implication is that the main director as a leader in KSPPS BMT NU East Java can maintain and increase the motivation given to improve employee performance.

Keywords: Motivation, Leader's Creative Behavior, Employees Performance