

ABSTRAK

Penelitian ini dilatarbelakangi oleh kinerja Kelompok Tani Hutan yang merupakan faktor penting dalam mendukung pembangunan sektor kehutanan, kurang efektifnya kinerja organisasi dalam hal ini Kelompok Tani Hutan belum bisa secara optimal dalam melaksanakan kegiatan rehabilitasi hutan dan lahan. Penelitian ini menggunakan metode penelitian deskriptif kuantitatif karena sifat penelitian ini menguraikan dan menjelaskan (*descriptive explanatory*). Objek penelitian anggota Kelompok Tani Hutan Cabang Dinas Kehutanan Wilayah Jember di wilayah kerja Kabupaten Bondowoso, populasi 129 responden, analisis data dan permodelan persamaan struktural dengan menggunakan *software Smart PLS 3.0*. Penelitian ini menjawab tujuh hipotesis yang diajukan diantaranya, gaya kepemimpinan tidak berpengaruh positif dan signifikan terhadap kinerja, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja, gaya kepemimpinan berpengaruh positif dan signifikan terhadap komitmen organisasi, motivasi kerja berpengaruh positif dan signifikan terhadap komitmen organisasi, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja, gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja melalui komitmen organisasi sebagai variabel intervening, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja melalui komitmen organisasi sebagai variabel intervening.

Kata Kunci : Gaya Kepemimpinan, Motivasi Kerja, Kinerja, Komitmen Organisasi.

ABSTRACT

This research is motivated by the performance of the Forest Farmers Group which is an important factor in supporting the development of the forestry sector, the lack of effective organizational performance in this case the Forest Farmers Group has not been able to optimally carry out forest and land rehabilitation activities. This research uses descriptive quantitative research method because the nature of this research describes and explains (descriptive explanatory). The object of research is the members of the Forest Farmers Group of the Jember Regional Forestry Service Branch in the working area of Bondowoso Regency, a population of 129 respondents, data analysis and structural equation modeling using Smart PLS 3.0 software. This study answers the seven hypotheses proposed including, leadership style has no positive and significant effect on performance, work motivation has a positive and significant effect on performance, leadership style has a positive and significant effect on organizational commitment, work motivation has a positive and significant effect on organizational commitment, organizational commitment positive and significant effect on performance, leadership style has a positive and significant effect on performance through organizational commitment as an intervening variable, work motivation has a positive and significant effect on performance through organizational commitment as an intervening variable.

Keywords : *Leadership Style, Work Motivation, Performance, Organizational Commitment.*