

## Abstrak

Penelitian ini dilatar belakangi oleh kesenjangan hasil penelitian terkait variabel yang digunakan sebagai pengukur kinerja pegawai yaitu Gaya Kepemimpinan, Disiplin Kerja Dan Komitmen Pegawai. Juga didukung data permasalahan pada RSUD Blambangan Kabupaten Banyuwangi. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh Gaya Kepemimpinan, Disiplin Kerja Dan Komitmen Pegawai terhadap Kinerja Pegawai melalui Kepuasan Kerja pada RSUD Blambangan Kabupaten Banyuwangi. Teknik analisis data menggunakan *Structural Equation Modeling* (SEM) dengan Aplikasi WarpPLS 6.0. Teknik penentuan sampel menggunakan *nonprobability sampling* dengan teknik *purposive sampling* didapatkan sampel sebanyak 100 reponden. Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan, Disiplin Kerja Dan Komitmen Pegawai berpengaruh signifikan terhadap kepuasan kerja pegawai RSUD Blambangan Kabupaten Banyuwangi. Hanya disiplin kerja dan kepuasan kerja yang memiliki pengaruh signifikan terhadap kinerja pegawai RSUD Blambangan Kabupaten Banyuwangi. Sedangkan gaya kepemimpinan dan komitmen pegawai tidak berpengaruh signifikan terhadap kinerja pegawai. Selain itu terdapat pengaruh tidak langsung Gaya Kepemimpinan, Disiplin Kerja dan Komitmen Pegawai terhadap kinerja pegawai RSUD Blambangan Kabupaten Banyuwangi melalui kepuasan sebagai variabel intervening.

Kata Kunci: Gaya Kepemimpinan, Disiplin Kerja Dan Komitmen Pegawai kinerja pegawai serta kepuasan

## ***Abstract***

*This research is motivated by the results of research related to the variables used as a measure of employee performance, namely Leadership Style, Work Discipline and Employee Commitment. Also supported by data on problems at the Blambangan Hospital, Banyuwangi Regency. The purpose of this study was to determine and analyze the influence of Leadership Style, Work Discipline and Employee Commitment through job satisfaction at Blambangan Hospital, Banyuwangi Regency. The data analysis technique used Structural Equation Modeling (SEM) with WarpPLS 6.0 Application. The technique of using a sample using non-probability sampling with purposive sampling technique obtained a sample of 100 respondents. The results showed that Leadership Style, Work Discipline and Employee Commitment had a significant effect on job satisfaction of employees at Blambangan Hospital, Banyuwangi Regency. Only work discipline and job satisfaction have a significant effect on employee performance at Blambangan Hospital, Banyuwangi Regency. Meanwhile, leadership style and employee commitment have no significant effect on employee performance. In addition, there is an indirect effect of Leadership Style, Work Discipline and Employee Commitment to Blambangan Hospital employees, Banyuwangi Regency through satisfaction as an intervening variable.*

*Keywords: Leadership Style, Work Discipline and Employee Commitment, employee performance and satisfaction*