

ABSTRAK

Penelitian ini dilakukan dilingkungan Kantor Sekretariat Daerah Kabupaten Banyuwangi. Jumlah populasi seluruh tenaga harian lepas Kantor Sekretariat Daerah Kabupaten Banyuwangi yang diambil sebanyak 101 orang pegawai, maka populasi dalam penelitian ini bertindak pula menjadi sampel, atau penelitian ini dapat dikatakan menggunakan metode sampel jenuh (sensus). Analisis data dan permodelan persamaan struktural dengan menggunakan software smart PLS. Tujuan penelitian ini adalah untuk mengetahui pengaruh gaya kepemimpinan, motivasi kerja, kepuasan kerja, terhadap kinerja pegawai tenaga harian lepas Kantor Sekretariat Daerah Kabupaten Banyuwangi.

Hasil uji menyatakan bahwa ada pengaruh positif dan signifikan antara gaya kepemimpinan terhadap kepuasan kerja, ada pengaruh positif dan signifikan antara motivasi terhadap kepuasan kerja, ada pengaruh positif dan signifikan antara gaya kepemimpinan terhadap kinerja pegawai, tidak berpengaruh signifikan antara motivasi kerja terhadap kinerja pegawai, ada pengaruh positif dan signifikan antara kepuasan kerja terhadap kinerja pegawai, ada pengaruh positif dan signifikan antara gaya kepemimpinan terhadap kinerja pegawai melalui kepuasan kerja, ada pengaruh positif dan signifikan antara motivasi kerja terhadap kinerja pegawai melalui kepuasan kerja.

Kata Kunci : Gaya Kepemimpinan, Motivasi Kerja, Kinerja Pegawai, Kepuasan Kerja

ABSTRACT

This research was conducted in the Banyuwangi Regency Regional Secretariat Office. The total population of all freelance daily workers at the Banyuwangi Regency Regional Secretariat is 101 employees, so the population in this study also acts as a sample, or this research can be said to use the saturated sample method (census). Data analysis and structural equation modeling using Smart PLS software. The purpose of this study was to determine the effect of leadership style, work motivation, job satisfaction, on the performance of daily freelance employees at the Banyuwangi Regency Regional Secretariat.

The test results state that there is a positive and significant influence between leadership style on job satisfaction, there is a positive and significant influence between motivation on job satisfaction, there is a positive and significant influence between leadership style on employee performance, there is no significant effect between work motivation on employee performance, there is Positive and significant influence between job satisfaction on employee performance, there is a positive and significant influence between leadership style on employee performance through job satisfaction, there is a positive and significant influence between work motivation on employee performance through job satisfaction.

Keywords: Leadership Style, Work Motivation, Employee Performance, Job Satisfaction

