

ABSTRAK

Jumlah populasi seluruh Pegawai Badan Pendapatan 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 dan insentif kerja terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening pada Pegawai Badan Pendapatan Daerah Kabupaten Banyuwangi.

Hasil uji menyatakan bahwa ada pengaruh gaya kepemimpinan terhadap kinerja, ada pengaruh gaya kepemimpinan terhadap motivasi kerja, ada pengaruh insentive kerja terhadap kinerja, insentive kerja tidak berpengaruh signifikan terhadap motivasi kerja. Ada pengaruh motivasi kerja terhadap kinerja pegawai, ada pengaruh gaya kepemimpinan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening, insentive kerja tidak berpengaruh signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening.

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

ABSTRACT

The total population of all employees of the Banyuwangi Regency Revenue Agency taken 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 and work incentives on employee performance through work motivation as an intervening variable for employees of the Banyuwangi Regency Revenue Agency.

The test results state that there is an influence of leadership style on performance, there is an influence of leadership style on work motivation, there is an effect of work incentives on performance, work incentives have no significant effect on work motivation. there is an effect of work motivation on employee performance, there is an influence of leadership style on employee performance through work motivation as an intervening variable, work incentives have no significant effect on employee performance through work motivation as an intervening variable.

Keywords: Leadership Style, Work Incentives, Employee Performance, Work Motivation