

## **ABSTRACT**

*This study aims to determine how much influence leadership style and quality of human resources have on employee performance with work motivation as an intervening variable at the Livestock and Animal Health Service of West Sumatra Province. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 63 respondents.*

*The results of the data analysis concluded that leadership style has a positive and not significant effect on work motivation in employees of the Livestock and Animal Health Office of West Sumatra Province. The quality of human resources has a positive and significant effect on work motivation of employees of the Livestock and Animal Health Office of West Sumatra Province. Leadership style has a positive and significant effect on employee performance at the Livestock and Animal Health Office of West Sumatra Province. The quality of human resources has a positive and insignificant effect on employee performance at the Livestock and Animal Health Service Office of West Sumatra Province. Work motivation has a positive and significant effect on employee performance at the Livestock and Animal Health Service Office of West Sumatra Province. Work motivation cannot mediate between leadership style and employee performance in employees of the Livestock and Animal Health Office of West Sumatra Province. Work motivation can mediate the quality of human resources on employee performance in employees of the Livestock and Animal Health Office of West Sumatra Province.*

***Keywords: Leadership Style, Quality of Human Resources, Employee Performance, Work Motivation***

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh gaya kepemimpinan dan kualitas sumber daya manusia terhadap kinerja pegawai dengan motivasi kerja sebagai variabel intervening pada Dinas Peternakan dan Kesehatan Hewan Provinsi Sumatera Barat. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 63 responden.

Hasil analisis data menyimpulkan, gaya kepemimpinan berpengaruh positif dan tidak signifikan terhadap motivasi kerja pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Kualitas SDM berpengaruh positif dan signifikan terhadap motivasi kerja pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Kualitas SDM berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Motivasi kerja tidak dapat memediasi antara gaya kepemimpinan terhadap kinerja pegawai pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Motivasi kerja dapat memediasi kualitas SDM terhadap kinerja pegawai pada pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat.

**Kata Kunci : Gaya Kepemimpinan, Kualitas Sumber Daya Manusia, Kinerja Pegawai, Motivasi Kerja**