

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Pegawai dengan Kepuasan Kerja sebagai Variabel Intervening. Populasi penelitian ini adalah pegawai negeri sipil Badan Pengelolaan Keuangan Daerah Kabupaten Solok Selatan. Teknik pengambilan sampel pada penelitian ini menggunakan Metode Sensus dengan sampel 54 pegawai. Teknik pengumpulan data melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) SmartPLS 3. Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Motivasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Gaya Kepemimpinan berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai, Motivasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Kepuasan Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai, Gaya Kepemimpinan berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja, Motivasi berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja, kontribusi Gaya Kepemimpinan dan Motivasi Kerja sebesar 51,1% terhadap Kepuasan Kerja serta kontribusi Gaya Kepemimpinan, Motivasi Kerja dan Kepuasan Kerja sebesar 27,9% terhadap Kinerja Pegawai.

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

ABSTRACT

This study aims to determine the effect of Leadership Style and Work Motivation on Employee Performance with Job Satisfaction as Intervening Variables. The population of this study were civil servants at the South Solok Regency Regional Financial Management Agency. The sampling technique in this study used the Census Method with a sample of 54 employees. Data collection techniques through questionnaires that have been tested for validity and reliability. The data analysis technique in this study used the SmartPLS 3 Structural Equation Modeling (SEM) method. The results showed that Leadership Style had a positive and significant effect on Job Satisfaction, Motivation had a positive and significant effect on Job Satisfaction, Leadership Style had a positive and insignificant effect on Employee Performance, Motivation has a positive and significant effect on Employee Performance, Job Satisfaction has a positive and insignificant effect on Employee Performance, Leadership Style has a positive and insignificant effect on Employee Performance through Job Satisfaction, Motivation has a positive and insignificant effect on Employee Performance through Job Satisfaction, Style contribution Leadership and Work Motivation of 51.1% of Job Satisfaction and the contribution of Leadership Style, Work Motivation and Job Satisfaction of 27.9% to Employee Performance.

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