

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh gaya kepemimpinan dan lingkungan kerja terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervenin pada Mts Muhammadiyah Lakitan. Metode pengambilan data melalui survey dan kuesioner yang disebarkan kepada 77 responden. Metode analisis yang digunakan adalah Regresi Linear Berganda dan Uji Hipotesis. Pengolahan Data dalam penelitian ini menggunakan program SmartPLS 3. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh tidak terdapat pengaruh signifikan gaya kepemimpinan terhadap kepuasan kerja, terdapat pengaruh signifikan gaya kepemimpinan terhadap kinerja pegawai, terdapat pengaruh signifikan kepuasan kerja terhadap kinerja pegawai, terdapat pengaruh signifikan lingkungan kerja terhadap kepuasan kerja, terdapat pengaruh signifikan lingkungan kerja terhadap kinerja pegawai, tidak terdapat pengaruh signifikan gaya kepemimpinan terhadap kinerja pegawai dimediasi oleh kepuasan kerja, dan terdapat pengaruh signifikan lingkungan kerja terhadap kinerja pegawai dimediasi oleh kepuasan kerja.

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

ABSTRACT

This research aims to determine how much influence leadership style and work environment have on employee performance with job satisfaction as an intervening variable at Mts Muhammadiyah Lakitan. The data collection method was through surveys and questionnaires distributed to 77 respondents. The analytical method used is Multiple Linear Regression and Hypothesis Testing. Data processing in this research used the SmartPLS 3 program. The research results obtained were based on the Partial Test (t Test) which showed that there was no significant influence of leadership style on job satisfaction, there was a significant influence of leadership style on employee performance, there was a significant influence of job satisfaction on employee performance, there is a significant influence of leadership style on job satisfaction, there is a significant influence of leadership style on employee performance, there is a significant influence of job satisfaction on employee performance, there is a significant influence of the work environment on job satisfaction, there is a significant influence of the work environment on employee performance, there is no significant influence leadership style on employee performance is mediated by job satisfaction, and there is a significant influence of the work environment on employee performance mediated by job satisfaction.

Keywords: *Leadership Style, Work Environment, Employee Performance, Job Satisfaction*