

ABSTRAK

Niken, 18101155310317, (2022) “Pengaruh Gaya Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Motivasi Kerja sebagai variabel intervening pada Kantor Dinas Pendidikan dan Kebudayaan Kabupaten Pesisir Selatan”. Universitas Putra Indonesia “YPTK” Padang Fakultas Ekonomi dan Bisnis, Program Sarjana Manajemen dibawah bimbingan Dosen pembimbing Bapak Ramdani Bayu Putra,S.E.,M.M. dan Bapak Bayu Pratama Azka,S.E.,M.M.

Tujuan penelitian ini adalah untuk mengetahui Pengaruh Gaya Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Motivasi Kerja sebagai variabel intervening pada Kantor Dinas Pendidikan dan Kebudayaan Kabupaten Pesisir Selatan. Metode Pengumpulan Data dengan survey dan mengedarkan kuesioner dengan jumlah sampel 48 pegawai. Metode analisis yang digunakan adalah *Structural Equation Modelling* (SEM) dengan *Partial Least Square* (PLS) 3.

Hasil analisis data menyimpulkan (1) Gaya kepemimpinan berpengaruh positif dan signifikan terhadap motivasi kerja. (2) Budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja. (3) Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai. (4) Budaya organisasi berpengaruh tidak signifikan terhadap kinerja pegawai. (5) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (6) Hasil penelitian menunjukkan bahwa motivasi kerja dapat memediasi pengaruh gaya kepemimpinan terhadap kinerja pegawai. (7) Hasil penelitian menunjukkan bahwa motivasi kerja dapat memediasi pengaruh budaya Organisasi terhadap kinerja pegawai.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi, Motivasi Kerja dan Kinerja Pegawai

ABSTRACT

Niken, 18101155310317, (2022) "The Influence of Leadership Style and Organizational Culture on Employee Performance Through Work Motivation as an Intervening Variable at the Office of Education and Culture of Pesisir Selatan Regency". Universitas Putra Indonesia "YPTK" Padang Faculty of Economics and Business, Bachelor of Management Program under the guidance of a supervisor Mr. Ramdani Bayu Putra, S.E.,M.M. and Mr. Bayu Pratama Azka, S.E., M.M.

The purpose of this study was to determine the effect of leadership style and organizational culture on employee performance through work motivation as an intervening variable at the Office of Education and Culture of Pesisir Selatan Regency. Methods of collecting data by survey and distributing questionnaires with a sample of 48 employees. The analytical method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.

The results of data analysis concluded (1) Leadership style has a positive and significant effect on work motivation. (2) Organizational culture has a positive and significant effect on work motivation. (3) Leadership style has a positive and significant effect on employee performance. (4) Organizational culture has no significant effect on employee performance. (5) Work motivation has a positive and significant effect on employee performance. (6) The results show that work motivation can mediate the influence of style. leadership on employee performance (7) The results show that work motivation can mediate the influence of organizational culture on employee performance.

Keywords: Leadership Style, Organizational Culture, Work Motivation and Employee Performance