ABSTRAK

Penelitian ini dibuat dengan tujuan agar mengetahui pengaruh manajeman pengetahuan gaya kepemimpinanan dan disiplin kerja terhadap kinerja karyawan dengan memotivasi pegawai sebagai variabel intervening pada bank lpn sungai rumbai. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling dengan *purposive* sampling. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 16.0. Dengan menyebarkan kuisoner sebanyak 30 responden.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Pengaruh manajeman pengetahuann dan motivasi karyawan,, secara persial berpengaruh signifikan terhadap kinerja pegawai dengan alpha (0,047 < 0,05). Kontribusi terhadap kinerja pegawai sebesar 2,661 dan t-tabel 2,055, Sedangkan sisanya dipengaruhi oleh faktor lain di luar penelitian. Selanjutnya berdasarkan Uji Parsial (Uji t) diperoleh gaya kepemimpinanan ,dan motivasi kerja secara parsial berpengaruh signifikan terhadap Kinerja karyawan dengan alpha (0,000 < 0,05). Selanjutnya berdasarkan Uji Parsial (Uji t) diperoleh disiplin kerja dan motivasi kerja secara parsial berpengaruh signifikan terhadap Kinerja karyawan dengan alpha (0,000 < 0,05). Kemudian Kontribusi variabel manajeman pengetahuan, gaya kepemipinnan, dan disiplin kerja terhadap Kinerja karyawan melalui kepuasan kerja sebagai variabel intervening sebesar sebesar 82,0%, Sedangkan sisanya sebesar 18,0% dipengaruhi oleh faktor lain di luar penelitian. Hasil analisis jalur diperoleh bahwa keunggulan variabel Manajeman Pengetahuan dan Gaya Kepemimpinan, dan Disiplin Kerja melalui Memotivasi Kerja tidak memediasi pengaruh Kinerja karyawan.

Kata Kunci: manajeman pengetahuan, gaya kepemimpinana,disiplin kerja, kinerja pegawai, motivasi kerja

ABSTRACT

This study was made with the aim of knowing the effect of knowledge management, leadership style and work discipline on employee performance by motivating employees as an intervening variable at the bank lpn Sungai Rumbai. The sampling technique used was non-probability sampling with purposive sampling. The analytical method used is correlation analysis, multiple linear regression and path analysis using SPSS 16.0. By distributing questionnaires to 30 respondents.

The results obtained based on the partial test (t test) obtained the influence of knowledge management and employee motivation,, partially has a significant effect on employee performance with alpha (0.047 <0.05). Contribution to employee performance is 2,661 and t-table is 2,055, while the rest is influenced by other factors outside the study. Furthermore, based on the partial test (t test) it was found that leadership style and work motivation partially had a significant effect on employee performance with alpha (0.000 < 0.05). Furthermore, based on the partial test (t test) it was obtained that work discipline and work motivation partially had a significant effect on employee performance with alpha (0.000 < 0.05). Then the contribution of knowledge management variables, leadership style, and work discipline to employee performance through job satisfaction as an intervening variable is 82.0%, while the remaining 18.0% is influenced by other factors outside the study. The results of the path analysis showed that the superiority of the variables of Knowledge Management and Leadership Style, and Work Discipline through Motivating Work did not mediate the effect of employee performance.

Keywords: knowledge management, leadership style, work discipline, employee performance, work motivation