

ABSTRACT

This study aims to determine how big the influence of leadership style and motivation on work morale with job satisfaction as an inner variable at PT. Perkebunan Nusantara VI (PTPN VI) Unit Usaha Rimbo Satu Kabupaten Tebo. Methods of collecting data through surveys and distributing questionnaires with a sample of 46 respondents. The analytical method used is multiple linear regression analysis using SPSS 22.0.

The results showed that leadership style had a positive and significant effect on job satisfaction with a significant level ($0.000 < 0.05$). Motivation has a positive and significant effect on job satisfaction with a significant level ($0.000 < 0.05$). Leadership style has a negative and insignificant effect on work morale with a significant level ($0.162 > 0.05$). Motivation has a positive and significant effect on work morale with a significant level ($0.034 > 0.05$). Job satisfaction has a positive and significant effect on work morale with a significant level ($0.000 < 0.05$). Job satisfaction does not mediate Leadership style has an effect on work morale with the value of the indirect relationship being smaller than the direct relationship ($HTL > HL$ $0.446 < -0.171$). Job Satisfaction does not mediate Motivation has an effect on work morale with the value of the indirect relationship being smaller than the direct relationship ($HTL > HL$ $0.407 < 0.205$).

With R2 the independent variable of Leadership Style and Motivation on Job Satisfaction of 83.3%, while the remaining 16.7% is influenced by other variables not examined and R2 of the independent variable of Leadership Style, Motivation on the dependent variable of Work Spirit with job satisfaction as an intervening variable is of 80.9%, while the remaining 19.1% is influenced by other variables not examined.

Keywords: Leadership Style, Motivation, Work Spirit and Job Satisfaction

