

ABSTRAK

Stevani Wulandari, No.BP 17101155310203, Jurusan Manajemen, 2021 “Pengaruh Gaya Kepemimpinan, Kualitas SDM Terhadap Prestasi Pegawai Melalui Loyalitas Pegawai Sebagai Variabel Intervening Pada Kantor Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten Pesisir Selatan”. Pembimbing I Ibu Yosi Yulia, S.E.,M.M.,Ak.,CA dan Pembimbing II Ibu Selv Yona Sari, S.E., M.M.

Penelitian ini bertujuan untuk menguji “Pengaruh Gaya Kepemimpinan, Kualitas SDM Terhadap Prestasi Pegawai Melalui Loyalitas Pegawai Sebagai Variabel Intervening Pada Kantor Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten Pesisir Selatan”. Metode pengumpulan data melalui survey dan mengedarkan kuesioner, dengan sampel 44 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Gaya Kepemimpinan (X1) berpengaruh tidak signifikan terhadap Prestasi Pegawai (Y), Kualitas SDM (X2) berpengaruh signifikan terhadap Prestasi Pegawai (Y), Gaya Kepemimpinan (X1) berpengaruh tidak signifikan terhadap Loyalitas Pegawai (Z), Kualitas SDM (X2) berpengaruh signifikan terhadap Loyalitas Pegawai (Z), Loyalitas Pegawai (Z) berpengaruh signifikan terhadap Prestasi Pegawai (Y), Pengaruh secara langsung Gaya Kepemimpinan (X1) lebih besar di banding dengan pengaruh tidak langsung Gaya Kepemimpinan (X1) terhadap Prestasi Pegawai (Y) melalui Loyalitas Pegawai (Z), Pengaruh langsung Kualitas SDM (X2) lebih kecil di banding dengan pengaruh tidak langsung Kualitas SDM (X2) terhadap Prestasi Pegawai (Y) melalui Loyalitas Pegawai (Z).

Kata Kunci : Gaya Kepemimpinan, Kualitas SDM, Loyalitas Pegawai, dan Prestasi Pegawai.

ABSTRACT

Stevani Wulandari, No.BP 17101155310203, Departement of Management, 2021 “*The Influence of Leadership Style, Quality of Human Resources on Employee Achievement through Employee Loyalty as an Intervening Variable at the Office of Community and Village Empowerment in Pesisir Selatan Regency*”. Supervisor I Ibu Yosi Yulia, S.E.,M.M.,Ak.,CA and Supervisor II Ibu Selv Yona Sari, S.E., M.M.

This study aims to examine "The Influence of Leadership Style, Quality of Human Resources on Employee Achievement through Employee Loyalty as an Intervening Variable at the Office of Community and Village Empowerment of Pesisir Selatan Regency". Methods of collecting data through surveys and distributing questionnaires, with a sample of 44 respondents. The data analysis method used is multiple linear regression analysis and path analysis using SPSS.

The results obtained based on the Partial Test (t test) obtained that Leadership Style (X1) had no significant effect on Employee Achievement (Y), HR Quality (X2) had a significant effect on Employee Achievement (Y), Leadership Style (X1) had an insignificant effect on Employee Loyalty (Z), HR Quality (X2) has a significant effect on Employee Loyalty (Z), Employee Loyalty (Z) has a significant effect on Employee Achievement (Y), the direct influence of Leadership Style (X1) is greater than the indirect effect Leadership Style (X1) on Employee Achievement (Y) through Employee Loyalty (Z), the direct influence of HR Quality (X2) is smaller than the indirect effect of HR Quality (X2) on Employee Achievement (Y) through Employee Loyalty (Z).

Keywords: Leadership Style, Human Resources Quality, Employee Loyalty, and Employee Achievement.