

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar, Pengaruh *Job Insecurity*, Budaya Organisasi, dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Pada Kantor Wali Nagari Padang Laweh Sijunjung. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan Sampel 35 orang karyawan. Metode Analisis data yang di gunakan adalah analisis regresi linear berganda dan analisis jalur dengan menggunakan aplikasi Statistical Package For The Social Sciences (SPSS) 22.0

Hasil analisis data menyimpulkan, (1) Terdapat Pengaruh *Job Insecurity* secara parsial berpengaruh positif dan signifikan Terhadap Kinerja Pegawai pada Kantor Wali Nagari Padang Laweh Sijunjung. (2) Terdapat Pengaruh Budaya Organisasi berpengaruh positif dan signifikan Terhadap Kinerja Pegawai pada Kantor Wali Nagari Padang Laweh Sijunjung. (3) Terdapat Pengaruh Gaya Kepemimpinan berpengaruh positif dan signifikan Terhadap Kinerja Pegawai pada Kantor Wali Nagari Padang Laweh Sijunjung. (4) Terdapat *Job Insecurity*, Budaya Organisasi, dan Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada Kantor Wali Nagari Padang Laweh Sijunjung. (5) Kontribusi Variabel *Job Insecurity*, Budaya Organisasi, dan Gaya Kepemimpinan Terhadap Kinerja Pegawai Pada Kantor Wali Nagari Padang Laweh Sijunjung, berpengaruh sebesar 92,5% sedangkan sisanya 7,5% dipengaruhi oleh variable lain diluar penelitian ini.

**Kata Kunci:** *Job Insecurity*, Budaya Organisasi, Gaya Kepemimpinan dan Kinerja Karyawan

## **ABSTRACT**

*This study aims to test how much, The Influence of Job Insecurity, Organizational Culture, and Leadership Style On Employee Performance In The Office of Wali Nagari Padang Laweh Sijunjung. The method of collecting data through surveys and distributing questionnaires, with a sample of 35 employees. The data analysis method used is multiple linear regression analysis and path analysis using statistical package for the social sciences (SPSS) 22.0 application.*

*The data analysis concluded, (1) There is a partial effect of Job Insecurity on Employee Performance at the Office of Wali Nagari Padang Laweh Sijunjung. (2) There is a Cultural Influence of the Organization to positively and significantly affect the Performance of Employees in the Office of the Wali Nagari Padang Laweh Sijunjung. (3) There is an influence of leadership style to have a positive and significant effect on employee performance in the Office of Wali Nagari Padang Laweh Sijunjung. (4) There is a Job Insecurity, Organizational Culture, and Leadership Style to positively and significantly affect the Performance of Employees in the Office of Wali Nagari Padang Laweh Sijunjung. (5) The Variable Contribution of Job Insecurity, Organizational Culture, and Leadership Style to Employee Performance at the Office of Wali Nagari Padang Laweh Sijunjung, has an effect of 92.5% while the remaining 7.5% is influenced by other variables outside this study.*

***Keywords: Job Insecurity, Organizational Culture, Leadership Style and Employee Performance***