

## ABSTRAK

Wandra Okismon, Nomor BP : 17101155310208, Manajemen, 2021, **“Pengaruh Gaya Kepemimpinan, Pengawasan, Disiplin Kerja, dan Komitmen Organisasi Terhadap Kinerja Pegawai Dinas Pendidikan Kota Padang**, dibawah bimbingan Dr. H. Elfiswandi, S.E., M.M, Ak, CA dan Ibu Mardhatila Fitri Sopali, S.E., M.M .Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh Pengaruh Gaya Kepemimpinan, Pengawasan, Disiplin Kerja, dan Komitmen Organisasi Terhadap Kinerja Pegawai Dinas Pendidikan Kota, baik secara parsial maupun secara simultan.

Hasil penelitian menunjukkan persamaan regresi  $Y = 8,818 + 0,193 X_1 + 0,153 X_2 + 0,228 X_3 + 0,171 X_4$  Hasil uji hipotesis secara parsial diperoleh bahwa variabel gaya kepemimpinan, pengawasan, disiplin kerja, dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil uji hipotesis secara simultan juga diperoleh variabel gaya kepemimpinan, pengawasan, disiplin kerja, dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Kota Padang. Kontribusi ketiga variabel bebas tersebut di atas terhadap kinerja pegawai adalah sebesar koefisien determinasi Adjusted R Square 79,8% sedangkan sisanya 20,2% dari variabel lain yang tidak diteliti. Secara parsial terbukti disiplin kerja pegawai memiliki pengaruh yang paling dominan.

Disarankan untuk dapat melakukan penelitian lebih lanjut dengan menambah variabel penelitian lebih banyak diluar variabel yang telah digunakan dalam penelitian ini seperti variabel lingkungan kerja, evaluasi kerja, kompensasi dan lain sebagainya dan lain sebagainya.

**Kata Kunci: Gaya Kepemimpinan, Pengawasan, Disiplin Kerja, Komitmen Organisasi , dan Kinerja Pegawai**

## ABSTRACT

Wandra Okismon, BP Number : 17101155310208, Management, 2021, "The Influence of Leadership Style, Supervision, Work Discipline, and Organizational Commitment to the Performance of Padang City Education Office Employees, under the guidance of Dr. H. Elfiswandi, SE, MM, Ak, CA and Mrs. Mardhatila Fitri Sopali, S.E., M.M. This study aims to determine and analyze the Influence of Leadership Style, Supervision, Work Discipline, and Organizational Commitment on the Performance of City Education Office Employees, both in terms of partially or simultaneously.

The results showed the regression equation  $Y = 8.818 + 0.193 X_1 + 0.153 X_2 + 0.228 X_3 + 0.171 X_4$  The partial hypothesis test results showed that the variables of leadership style, supervision, work discipline, and organizational commitment had a positive and significant effect on employee performance. Simultaneous hypothesis test results also obtained that the variables of leadership style, supervision, work discipline, and organizational commitment have a positive and significant effect on the performance of Padang City Education Office employees. The contribution of the three independent variables above to employee performance is the coefficient of determination of Adjusted R Square 79.8% while the remaining 20.2% from other variables not examined. Partially it is proven that employee work discipline has the most dominant influence.

It is recommended to be able to do further research by adding more research variables outside the variables that have been used in this study such as work environment variables, job evaluation, compensation and so on and so forth.

**Keywords: Leadership Style, Supervision, Work Discipline, Organizational Commitment, and Employee Performance**