

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Mutasi Pimpinan, *Servant Leadership* Terhadap Pengawasan, dan seberapa besar pengaruh Mutasi Pimpinan, *Servant Leadership*, dan Pengawasan Terhadap Kinerja Pegawai pada Kantor Badan Pusat Statistik Pasaman Barat. Metode analisis data menggunakan kuesioner, dengan sampel 75. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Mutasi Pimpinan, *Servant Leadership* terhadap Pengawasan dan Mutasi Pimpinan, *Servant Leadership* berpengaruh positif dan signifikan Terhadap Kinerja Pegawai dan Pengawasan memediasi Mutasi Pimpinan terhadap Kinerja Pegawai, dan Pengawasan memediasi *Servant Leadership* terhadap Kinerja Pegawai. Kontribusi variabel Mutasi Pimpinan, *Servant Leadership* dan Pengawasan berpengaruh sebesar 77,8% sedangkan sisanya sebesar 22,2% dipengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja Pegawai dengan meningkatkan pengawasan, dan pengawasan akan meningkatkan Mutasi Pimpinan dan *Servant Leadership* pada Kantor Badan Pusat Statistik Pasaman Barat melalui masing-masing indikator.

Kata Kunci: Mutasi Pimpinan, *Servant Leadership*, Pengawasan dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to determine how much influence the Mutation of Leadership, Servant Leadership on Supervision, and how much influence the Mutation of Leadership, Servant Leadership, and Supervision on Employee Performance at the West Pasaman Statistics Office. The data analysis method used a questionnaire, with a sample of 75. The data analysis method used was path analysis.

Based on the research results, it shows that Leadership Mutation, Leadership Servant to Supervision and Leadership Mutation, Leadership Servant has a positive and significant effect on Employee Performance and Supervision mediates Leadership Mutation on Employee Performance, and Supervision mediates Leadership Servant on Employee Performance. The contribution of leadership mutation, Leadership Servant and Supervision variables has an effect of 77.8% while the remaining 22.2% is influenced by other variables outside of this study.

Based on the results of this study, it is hoped that the Management of the Company can improve Employee Performance by increasing supervision, and supervision will increase the Mutation of Leadership and Servant Leadership at the West Pasaman Central Statistics Agency Office through each indicator.

Keywords: Leadership Mutation, Leadership Servant, Supervision and Employee Performance