

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Gaya Kepemimpinan Situasional Dan Pengambilan Keputusan Terhadap Kinerja Pegawai Kantor Dinas Perdagangan Kota Padang. Metode Pengumpulan data data menggunakan kuesioner, dengan sampel 50 responden. Metode analisis data yang digunakan adalah Analisis Regresi Linear Berganda.

Hasil penelitian yang didapatkan Uji T (Uji Parsial) diperoleh Kepemimpinan Situasional dan Pengambilan Keputusan secara parsial berpengaruh signifikan terhadap Kinerja Pegawai Kantor Dinas Perdagangan Kota Padang. Berdasarkan Uji F (Simultan) diperoleh Kepemimpinan Situasional dan Pengambilan Keputusan secara parsial berpengaruh signifikan terhadap Motivasi Kerja pegawai Dinas Perdagangan Kota Padang.

Kontribusi Kepemimpinan Situasional dan Pengambilan Keputusan terhadap variabel Motivasi Kerja sebesar 18,1 % dan sisanya 81,9% dipengaruhi oleh variabel lain di luar penelitian. Kemudian Kepemimpinan Situasional, Pengambilan Keputusan dan Motivasi Kerja terhadap Kinerja Pegawai sebesar 66,4% dan sisanya 33,6% dipengaruhi oleh variabel lain di luar penelitian.

Kata Kunci: Kepemimpinan Situasional, Pengambilan Keputusan, Motivasi Kerja Dan Kinerja Pegawai

ABSTRACT

This study aims to examine how much influence Situational Leadership and decision making to work motivation and how much influence Situational Leadership, Decision Making and Employee Performance on Work Motivation. Methods of distributing questionnaires, with a sample of 50 respondents in the employee population of Dinas Perdagangan Kota Padang. The analysis method used is multiple linear regression.

The results obtained based on the T test (partial test) obtained Situational Leadership and Decision Making Commitment parisally have a significant effect on the Employee Performance of Dinas Perdagangan Kota Padang. Based on the F test (Simultaneous), it was found that Situational Leadership and Decision Making parisally had a significant effect on job Work Motivation of employees of Dinas Perdagangan Kota Padang.

The contribution of Situational Leadership and Decision Making to the job satisfaction variable was 18.1% and the remaining 81.9% was influenced by other variables outside the study. Then Situational Leadership, Decision Making and Work Motivation on the Employee Performance variable is 66.4% and the remaining 33.6% is influenced by other variables outside of this study.

Keywords: Situational Leadership, Decision Making, Work Motivation, Employee Performance