

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Gaya Kepemimpinan Situasional dan Lingkungan Kerja terhadap Kinerja Karyawan Karyawan melalui Motivasi Kerja Sebagai Variabel Intervening. Variabel penelitian yaitu Gaya Kepemimpinan Situasional (X1), Lingkungan Kerja (X2) Motivasi Kerja (Z) dan Kinerja Karyawan (Y). Metode pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 65 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, path analysis, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji f.

Hasil penelitian menunjukkan a) Bahwa secara parsial terdapat pengaruh positif dan signifikan Gaya Kepemimpinan Situasional terhadap Kinerja Karyawan Pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. b) Bahwa secara parsial terdapat pengaruh positif dan tidak signifikan Lingkungan Kerja terhadap Kinerja Karyawan Pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. c) Bahwa secara bersama-sama terdapat pengaruh positif dan signifikan Gaya Kepemimpinan Situasional, Lingkungan Kerja terhadap Kinerja Karyawan pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. d) Bahwa secara parsial terdapat berpengaruh positif dan signifikan Gaya Kepemimpinan Situasional terhadap Motivasi Kerja pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. e) Bahwa secara parsial terdapat pengaruh positif dan tidak signifikan Lingkungan Kerja terhadap Motivasi Kerja pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. f) Bahwa secara parsial terdapat pengaruh positif dan signifikan Motivasi Kerja terhadap Kinerja Karyawan pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. g) Bahwa secara bersama-sama terdapat pengaruh positif dan signifikan Gaya Kepemimpinan Situasional, Lingkungan Kerja secara bersama-sama terhadap Kinerja Karyawan pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. h) Motivasi Kerja memediasi Gaya Kepemimpinan Situasional terhadap Kinerja Karyawan pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan. i) Motivasi Kerja memediasi Lingkungan Kerja terhadap Kinerja Karyawan Pada Kantor Pekerjaan Umum dan Penataan Ruang di Kabupaten Pesisir Selatan.

Berdasarkan angka Adjust R square persamaan 1 diperoleh sebesar 0,263 atau 26,3%, hal ini menunjukkan bahwa persentase sumbangan Model I variabel independen Gaya Kepemimpinan Situasional (X₁), Lingkungan Kerja (X₂) terhadap variabel dependent Motivasi Kerja (Y) sebesar 73,7%, sedangkan sisanya sebesar 58,1% dipengaruhi variabel lain yang tidak diteliti. Dan angka Adjust R square persamaan 2 diperoleh sebesar 0,419 atau 41,9%, hal ini menunjukkan bahwa persentase sumbangan Model II variabel independen Gaya Kepemimpinan Situasional (X₁), Lingkungan Kerja (X₂) dan Motivasi Kerja (Y) terhadap variabel dependen Kinerja Karyawan (Y) sebesar 41,9%, sedangkan sisanya sebesar 58,1% dipengaruhi variabel lain yang tidak diteliti.

Kata Kunci : Gaya Kepemimpinan Situasional, Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan.

ABSTRACT

This study aims to find out how much influence the Situational Leadership Style and Work Environment on Employee Performance through Work Motivation As Intervening Variables. Research variables are Situational Leadership Style (X1), Work Environment (X2) Work Motivation (Z) and Employee Performance (Y). Data collection method through survey and disseminate questionnaire with sample of 65 respondents. The analysis method used is validity and reliability test, path analysis, multiple regression analysis, for hypothesis test used namely t test and f test.

The results showed a) That partially there is a positive and significant influence of Situational Leadership Style on Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency. b) That there is partially a positive and insignificant influence of the Work Environment on Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency. c) That together there is a positive and significant influence of Situational Leadership Style, Work Environment on Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency. d) That partially there is a positive and significant effect of Situational Leadership Style on Work Motivation at the Office of Public Works and Spatial Planning in South Coastal Regency. e) That there is partially a positive and insignificant influence of the Work Environment on Work Motivation at the Office of Public Works and Spatial Planning in South Coastal Regency. f) That partially there is a positive and significant influence of Work Motivation on Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency. g) That together there is a positive and significant influence of Situational Leadership Style, Work Environment jointly on Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency. h) Work Motivation mediates Situational Leadership Style to Employee Performance at Public Works and Spatial Planning Office in South Coastal Regency. i) Work Motivation mediates the Work Environment to Employee Performance at the Office of Public Works and Spatial Planning in South Coastal Regency.

Based on Adjust R square figures equation 1 obtained by 0.263 or 26.3%, this indicates that the percentage of contribution of Model I independent variable Situational Leadership Style (X1), Work Environment (X2) to dependent variable Work Motivation (Y) of 73.7%, while the remaining 58.1% is influenced by other variables that are not studied. And adjust R square figures equation 2 obtained by 0.419 or 41.9%, this indicates that the percentage of contributions of Model II independent variables Situational Leadership Style (X1), Work Environment (X2) and Work Motivation (Y) to employee performance dependent variables (Y) of 41.9%, while the remaining 58.1% is influenced by other variables that are not studied.

Keywords: *Situational Leadership Style, Work Environment, Work Motivation, Employee Performance.*