

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *employee empowerment* terhadap *goal orientation* melalui *work accuracy* pada pabrik gula Gempolkrep, kecamatan Gedeg, Kabupaten Mojokerto. Metode penelitian yang digunakan yaitu metode penelitian kuantitatif dengan jumlah sampel yang digunakan sebanyak 117 responden menggunakan teknik pengambilan sampel *probability sampling* dengan teknik *proportionate random sampling*. Metode yang digunakan dalam pengambilan data penelitian ini yaitu menggunakan metode kuesioner dengan skala penilaian menggunakan skala *likert*. Teknik analisis data yang digunakan dalam penelitian ini yaitu menggunakan SEM (*Structural Equation Modeling*) dengan alat uji analisis menggunakan *software* IBM SPSS AMOS *Statistic Version* 22. Hasil penelitian menunjukkan bahwa : 1) *Employee empowerment* berpengaruh signifikan dan positif terhadap *work accuracy* pabrik gula Gempolkrep Kabupaten Mojokerto. 2) *Employee empowerment* berpengaruh tidak signifikan dan negatif terhadap *goal orientation* pabrik gula Gempolkrep Kabupaten Mojokerto. 3) *Work accuracy* berpengaruh tidak signifikan dan positif terhadap *goal orientation* pabrik gula Gempolkrep Kabupaten Mojokerto.

Kata Kunci : *Employee empowerment, work accuracy, goal orientation*

ABSTRACT

The research aims to find out and lyze the influence of employee empowerment on goal orientation through work accurancy at the Gempolkrep Sugar Factory, Gedeg district, Mojokerto Regency. The research method used is a quantitative research method with the number of samples used as many as 117 respondents using probability sampling techniques with proportionate random sampling techniques. The method used in the collection of data this study is to use a questionnaire method with a scale os assesment using the likert scale. The data analysis technique used in this study is using SEM (stuctural equation modeling) with analysis test tools using IBM SPSS AMOS Statistics Version 22 software. The results showed that : 1) Employee empowerment has a significant and positive effect on the work accurancy of the Gempolkrep Sugar Factory in Mojokerto Regency. 2) Eployee empowerment has an significant and negative effect on the goal orientation of the Gempolkrep Sugar Factory in Mojokerto Regency. 3) Work accurancy has an significant and positive effect on the goal orientation of the Gempolkrep Sugar Factory in Mojokerto Regency.

Keywords : Employee empowerment, work accurancy, goal orientation