

ABSTRAK

Penelitian ini bertujuan guna menganalisa sejauh mana pengaruh gaya kepemimpinan, semangat kerja & disiplin kerja terhadap kinerja pegawai Kantor Kecamatan Maduran Kabupaten Lamongan. Metode yang digunakan yakni pendekatan kuantitatif deskriptif. Populasi & sampel yang digunakan sebanyak 30 pegawai, adapun metode yang digunakan pengambilan sampel yakni sampel jenuh. Didapatkan hasil uji-t statistik variabel gaya kepemimpinan memperoleh t-hitung sebesar 2,523 dengan nilai signifikan sebesar 0,018 sehingga ($0,018 < 0,05$). Variabel semangat kerja memperoleh t-hitung 3,994 dengan nilai signifikan sebesar 0,000 sehingga ($0,000 < 0,05$). Variabel disiplin kerja memperoleh t-hitung 8,461 serta nilai signifikan sebesar 0,000 sehingga ($0,000 < 0,05$). Pada uji-f didapatkan f-hitung 198,900 serta signifikansi sebesar $0,000 < 0,05$. Artinya pada uji-t & uji-f telah terbukti terdapat pengaruh gaya kepemimpinan, semangat kerja & disiplin kerja terhadap kinerja pegawai Kantor Kecamatan Maduran Kabupaten Lamongan.

Kata kunci : Gaya kepemimpinan, semangat kerja, disiplin kerja & kinerja pegawai.

ABSTRACT

This study aims to analyze the extent to which the influence of leadership style, morale and work discipline on the performance of the employees of the Maduran District Office, Lamongan Regency. The method used is a descriptive quantitative approach. The population & sample used were 30 employees, while the sampling method used was saturated sample. The statistical t-test results of the leadership style variable obtained a t-count of 2.523 with a significant value of 0.018 so ($0.018 < 0.05$). The work morale variable obtained a t-count of 3.994 with a significant value of 0.000, so ($0.000 < 0.05$). The work discipline variable obtained a t-count of 8,461 and a significant value of 0,000 so ($0.000 < 0.05$). In the f-test, the f-count was found to be 198,900 and a significance of 0,000 < 0.05 . This means that the t-test & f-test has proven that there is an effect of leadership style, work morale & work discipline on the performance of the employees of the Maduran District Office, Lamongan Regency.

Keywords : Leadership style, work morale, work discipline & employee performance.