

**PENGARUH KEPEMIMPINAN DAN MOTIVASI KERJA TERHADAP
KINERJA APARATUR SIPIL NEGARA KANTOR KECAMATAN
BULELENG**

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ABSTRAK

Penelitian ini memiliki tujuan untuk menguji pengaruh (1) kepemimpinan dan motivasi kerja terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (2) kepemimpinan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (3) motivasi kerja terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng. Subjek dari penelitian ini adalah Aparatur Sipil Negara (ASN) Kantor Kecamatan Buleleng. Sedangkan objek dari penelitian ini adalah kepemimpinan, motivasi kerja, dan kinerja pegawai. Sampel yang digunakan dalam penelitian ini adalah 110 orang Aparatur Sipil Negara Kantor Kecamatan Buleleng. Penelitian ini menggunakan metode kuantitatif. Teknik pengumpulan data pada penelitian ini menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Nilai yang diperoleh dari uji reliabilitas, yaitu: variabel kepemimpinan sebesar 0,807; variabel motivasi kerja sebesar 0,904, dan variabel kinerja sebesar 0,818. Untuk Teknik analisis data pada penelitian ini menggunakan Teknik analisis regresi linear berganda, uji asumsi klasik, uji F, uji t, dan koefisien determinasi (uji *r square*) dengan menggunakan aplikasi SPSS 25.0 *for Windows*.

Hasil penelitian menunjukkan bahwa (1) kepemimpinan dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (2) kepemimpinan berpengaruh positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (3) motivasi kerja berpengaruh secara positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng.

Kata Kunci: Kinerja, Kepemimpinan, Motivasi Kerja

**THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON THE
PERFORMANCE OF STATE CIVIL APPARATUS AT THE BULELENG
SUBDISTRICT OFFICE**

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ABSTRACT

This research aims to examine the influence of (1) leadership and work motivation on the performance of the State Civil Apparatus at the Buleleng Regency Office, (2) leadership on the performance of the State Civil Apparatus at the Buleleng Regency Office, (3) work motivation on the performance of the State Civil Apparatus at the Regency Office Buleleng. The subject of this research is the State Civil Apparatus (ASN) Buleleng Regency Office. Meanwhile, the research object is leadership, work motivation and employee performance. The sample used in this research was 110 State Civil Apparatus at the Buleleng Regency Office. This research uses quantitative methods. The data collection technique in this research uses a questionnaire whose validity and reliability have been tested. The values obtained from the reliability test are: leadership variable of 0.807; the work motivation variable is 0.904, and the performance variable is 0.818. For data analysis techniques in this research, multiple linear regression analysis techniques, classical assumption test, F test, t test, and coefficient of determination (r square test) were used using the SPSS 25.0 for Windows application.

The research results show that (1) leadership and work motivation have a positive and significant effect on the performance of the State Civil Apparatus at the Buleleng Regency Office, (2) leadership has a positive and significant effect on the performance of the State Civil Apparatus. State Civil Apparatus at the Buleleng Regency Office, (3) work motivation has a positive and significant effect on the performance of the State Civil Apparatus at the Buleleng Regency Office. significant influence on the performance of the State Civil Apparatus at the Buleleng Regency Office.

Keywords: *Performance, Leadership, Work Motivation*