

ABSTRAK

Husnul Ilma Amalia (2026), Pengaruh Gaya Kepemimpinan, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Perangkat Desa di Kecamatan Gantarang Keke, Kabupaten Bantaeng, Provinsi Sulawesi Selatan. Tesis, Magister Manajemen, Program Studi Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata kunci: gaya kepemimpinan, lingkungan kerja, disiplin kerja, kinerja perangkat desa.

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh gaya kepemimpinan, lingkungan kerja, dan disiplin kerja terhadap kinerja perangkat desa di Kecamatan Gantarang Keke, Kabupaten Bantaeng. Penelitian ini menggunakan pendekatan kuantitatif. Perangkat desa di Distrik Gantarang Keke membentuk populasi penelitian. Untuk memastikan bahwa setiap orang dalam populasi tersebut termasuk dalam penelitian, sensus (pengambilan sampel jenuh) digunakan sebagai teknik pengambilan sampel.

Pengumpulan data dilakukan dengan menggunakan kuesioner yang disusun berdasarkan skala Likert dengan rentang penilaian 1–5. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda dengan bantuan program IBM SPSS.

Hasil penelitian menunjukkan bahwa secara parsial gaya kepemimpinan dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja perangkat desa, sedangkan lingkungan kerja memiliki pengaruh namun tidak selalu dominan. Selain itu, secara simultan gaya kepemimpinan, lingkungan kerja, dan disiplin kerja berpengaruh signifikan terhadap kinerja perangkat desa di Kecamatan Gantarang Keke, Kabupaten Bantaeng. Temuan penelitian ini menunjukkan bahwa peningkatan kinerja perangkat desa dapat dicapai melalui penerapan gaya kepemimpinan yang efektif, penciptaan lingkungan kerja yang kondusif, serta peningkatan disiplin kerja.

ABSTRACT

Husnul Ilma Amalia (2026), The Influence of Leadership Style, Work Environment, and Work Discipline on the Performance of Village Officials in Gantarang Keke District, Bantaeng Regency, South Sulawesi Province. Thesis, Master of Management, Management Study Program, Postgraduate Program, Universitas Pendidikan Ganesha.

This thesis has been reviewed and approved by Supervisor I: Dr. I Nengah Suarmanayasa, S.E., M.Si., and Supervisor II: Dr. Dra. Ni Made Suci, M.Si.

Keywords: leadership style, work environment, work discipline, employee performance.

The purpose of this research is to take a look at the performance of village officials in Gantarang Keke District, Bantaeng Regency, South Sulawesi Province, and see how factors like leadership style, work environment, and work discipline affect it. A quantitative technique is utilized in this investigation. Every single village chief in Gantarang Keke District is a part of this research. All members of the population are utilized as research samples in a census (saturated sampling), which is the sampling approach used.

Data were collected using a questionnaire based on a Likert scale with a rating range of 1–5. The data obtained were analyzed using multiple linear regression analysis with the assistance of IBM SPSS software.

The findings indicate that village officials' performance is positively and significantly impacted by leadership style and work discipline, with the work environment also having an effect, but it is not necessarily the dominating one. Village officials in Gantarang Keke District, Bantaeng Regency, South Sulawesi Province are greatly impacted by leadership style, work environment, and work discipline. Based on these results, it is clear that effective leadership styles, a pleasant work environment, and stricter work discipline can boost village officials' productivity.