

**PENGARUH BEBAN KERJA DAN GAYA  
KEPEMIMPINAN TERHADAP KINERJA  
PEGAWAI KANTOR PELAYANAN KEKAYAAN  
NEGARA DAN LELANG SINGARAJA**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan gaya kepemimpinan terhadap kinerja pegawai pada Kantor Pelayanan Kekayaan Negara dan Lelang (KPKNL) Singaraja. Penelitian menggunakan pendekatan kuantitatif dengan rancangan kausal. Populasi dalam penelitian ini adalah seluruh pegawai KPKNL Singaraja yang berjumlah 35 orang. Karena jumlah populasi relatif kecil, seluruh anggota populasi dijadikan sampel menggunakan teknik total sampling. Data dikumpulkan melalui penyebaran kuesioner menggunakan skala Likert, kemudian dianalisis menggunakan analisis regresi linier berganda dengan bantuan SPSS versi 26.0. Sebelum analisis dilakukan, instrumen penelitian telah melalui uji validitas, uji reliabilitas, serta uji asumsi klasik untuk memastikan kelayakan data. Hasil penelitian menunjukkan bahwa beban kerja dan gaya kepemimpinan secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara parsial, beban kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, yang menunjukkan bahwa pengelolaan tugas yang sesuai dengan kemampuan dan kapasitas pegawai dapat mendukung pencapaian hasil kerja yang optimal. Gaya kepemimpinan juga berpengaruh positif dan signifikan terhadap kinerja pegawai, sehingga peran pemimpin dalam memberikan arahan, motivasi, komunikasi, serta dukungan kepada pegawai menjadi faktor penting dalam meningkatkan kinerja. Berdasarkan hasil penelitian, dapat disimpulkan bahwa peningkatan kinerja pegawai dipengaruhi oleh pengelolaan beban kerja yang proporsional serta penerapan gaya kepemimpinan yang efektif. Oleh karena itu, KPKNL Singaraja perlu memperhatikan pembagian tugas yang seimbang serta mengembangkan gaya kepemimpinan yang efektif agar kinerja pegawai dapat terus meningkat secara optimal.

Kata Kunci: Beban Kerja, Gaya Kepemimpinan, Kinerja Pegawai

**THE EFFECT OF WORKLOAD AND  
LEADERSHIP STYLE ON EMPLOYEE  
PERFORMANCE AT THE STATE ASSETS  
AND AUCTION SERVICE OFFICE (KPKNL)  
SINGARAJA**

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**ABSTRACT**

*This study aims to examine the effect of workload and leadership style on employee performance at the State Assets and Auction Service Office (Kantor Pelayanan Kekayaan Negara dan Lelang/KPKNL) Singaraja. This research employed a quantitative approach with a causal research design. The population consisted of all 35 employees of KPKNL Singaraja. Since the population size was relatively small, all members of the population were selected as the research sample using the total sampling technique. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of SPSS version 26.0. Prior to the analysis, the research instrument was tested for validity and reliability, and the data were assessed through classical assumption tests to ensure their suitability for regression analysis. The findings indicate that workload and leadership style simultaneously have a positive and significant effect on employee performance. Partially, workload has a positive and significant effect on employee performance, indicating that the effective management of tasks in accordance with employees' abilities and capacities can support the achievement of optimal work performance. Leadership style also has a positive and significant effect on employee performance, suggesting that leaders play a crucial role in improving employee performance through effective direction, motivation, communication, and support. Based on these findings, it can be concluded that improvements in employee performance are influenced by proportional workload management and the implementation of an effective leadership style. Therefore, KPKNL Singaraja should ensure a balanced distribution of work responsibilities and continuously develop effective leadership practices to optimize employee performance.*

*Keywords: Workload, Leadership Style, Employee Performance*