

ABSTRAK

Pengaruh Gaya Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus PTPN IV Laras)

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Penelitian ini berfokus untuk mengkaji (1) pengaruh gaya kepemimpinan dan budaya organisasi terhadap kepuasan kerja (2) pengaruh gaya kepemimpinan, budaya organisasi dan kepuasan kerja terhadap kinerja karyawan (3) pengaruh gaya kepemimpinan dan budaya organisasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening. Teknik pengumpulan data primer menggunakan instrument kuesioner dan wawancara, data skunder didapat dari pihak departemen SDM PTPN IV Laras. Populasi pada penelitian berupa seluruh karyawan tetap PTPN IV Laras berjumlah 349 orang. Teknik penentuan jumlah sampel menggunakan slovin dengan total sampel penelitian sebesar 185 orang. Teknik analisis data menggunakan structural equation modeling. Dari hasil penelitian menunjukkan variabel gaya kepemimpinan dan budaya organisasi berpengaruh signifikan terhadap kepuasan kerja karyawan. Dari hasil penelitian juga didapatkan variabel gaya kepemimpinan, budaya organisasi dan kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan. Namun, variabel kepuasan kerja tidak memediasi pengaruh dan budaya organisasi terhadap kinerja karyawan. Dari hasil menunjukkan variabel kepuasan kerja memediasi pengaruh gaya kepemimpinan terhadap kinerja karyawan.

Kata kunci: gaya kepemimpinan, budaya organisasi, kepuasan kerja, kinerja karyawan

ABSTRACT

The Effect Of Leadership Style and Organizational Culture On Employee Performance With Job Satisfaction As An Intervening Variabel (Study Case PTPN IV Laras)

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This study focused to (1) determine and analyze effect of leadership style and organizational culture on job satisfaction (2) to determine and analyze effect of leadership style, organizational culture and job satisfaction on employee performance and (3) to determine and analyze effect of leadership style and organizational culture on employee performance with job satisfaction as a intervening variable. The Primer data collection technique in this study using questionnaire as an instrument and interview, for skunder data collected from HR department PTPN IV Laras. The population in this study is permanent employee of PTPN IV Laras with total 394 person. The sampling technique in this study using slovin method with total 185 sampel. The data analysis used structural equation modeling. The results demonstrated leadership style and organizational culture has a significant and positive effect on job satisfaction. Moreover, the result showed leadership style, organizational culture and job satisfaction has a significant and positive effect on employee performance. Meanwhile, the results showed job satisfaction can not be a variable that mediated effect between organizational culture on employee performance. The results demonstrated jobs satisfaction can be variable that mediated effect between leadership style on employee performance

Keyword: leadership style, organizational culture, job satisfaction, employee performance