

ABSTRAK

PENGARUH KEPEMIMPINAN SITUASIONAL DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP KINERJA PEGAWAI MELALUI MOTIVASI SEBAGAI VARIABEL INTERVENING PADA KANTOR CAMAT RANTAU SELATAN KABUPATEN LABUHANBATU

**AZHAR
223311010066**

Penelitian ini bertujuan untuk mengetahui apakah Kepemimpinan Situasional dan *Perceived Organizational Support* berpengaruh terhadap Kinerja melalui Motivasi sebagai variabel intervening pada pegawai Kantor Camat Rantau Selatan Kabupaten Labuhanbatu. Penelitian dilakukan terhadap pegawai tetap (PNS) pada Kantor Camat Rantau Selatan Kabupaten Labuhanbatu. Populasi dalam penelitian ini sebanyak 30 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 30 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara Kepemimpinan Situasional terhadap Motivasi, 2) terdapat pengaruh positif dan signifikan antara *Perceived Organizational Support* terhadap Motivasi, 3) terdapat pengaruh positif dan signifikan antara variabel Kepemimpinan Situasional terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara *Perceived Organizational Support* terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Motivasi terhadap Kinerja, 6) Terdapat pengaruh positif dan signifikan antara Kepemimpinan Situasional terhadap Kinerja melalui Motivasi sebagai variabel intervening, 7) Terdapat pengaruh antara *Perceived Organizational Support* terhadap Kinerja melalui Motivasi sebagai variabel intervening.

Kata Kunci: Kepemimpinan Situasional, Kinerja, Motivasi, dan *Perceived Organizational Support*.

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND JOB CHARACTERISTICS ON EMPLOYEE PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE IN KANTOR CAMAT RANTAU SELATAN OF LABUHANBATU DISTRICT

AZHAR
223311010066

This research aims to determine whether Situational Leadership and Perceived Organizational Support influence Performance through Motivation as an intervening variable in employees of the Rantau Selatan District Head Office, Labuhanbatu Regency. The research was conducted on permanent employees (PNS) at the Rantau Selatan District Head Office, Labuhanbatu Regency. The population in this study was 30 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 30 people. The data collection technique used is primary data in the form of a questionnaire and secondary data obtained through documentation studies. The data analysis technique uses quantitative data processed with the SPSS version 25 program, namely the t test, Sobel test and path analysis. The results obtained in this research show 1) there is a positive and significant influence between Situational Leadership on Motivation, 2) there is a positive and significant influence between Perceived Organizational Support on Motivation, 3) there is a positive and significant influence between the Situational Leadership variable on Performance, 4) there is a positive and significant influence between Perceived Organizational Support on Performance, 5) there is a positive and significant influence between Motivation on Performance, 6) There is a positive and significant influence between Situational Leadership on Performance through Motivation as an intervening variable, 7) There is an influence between Perceived Organizational Support on Performance through Motivation as an intervening variable.

Keywords : *Situational Leadership, Performance, Motivation, and Perceived Organizational Support.*

