

ABSTRAK

Nurfathin Haidyah, NIM. 7173510054 “Pengaruh Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Camat Lubuk Pakam” Skripsi Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan, 2023.

Penelitian ini bertujuan untuk mengetahui Pengaruh Kepemimpinan dan Motivasi Kerja terhadap Kinerja Pegawai Kantor Camat Lubuk Pakam. Populasi dalam penelitian ini sebanyak 60 orang pegawai dan sampel yang digunakan sebanyak 60 orang responden dengan teknik *sampling* jenuh. Pengolahan data menggunakan SPSS 25.0 *for windows*. Berdasarkan hasil penelitian secara parsial menunjukkan bahwa terdapat pengaruh positif dan signifikan variabel kepemimpinan terhadap kinerja pegawai Kantor Camat Lubuk Pakam dan terdapat pengaruh positif dan signifikan variabel motivasi kerja terhadap kinerja pegawai Kantor Camat Lubuk Pakam. Berdasarkan hasil penelitian menunjukkan bahwa variabel kepemimpinan dan motivasi kerja secara simultan berpengaruh terhadap kinerja pegawai Kantor Camat Lubuk Pakam. Hal ini terlihat dari uji koefisien determinasi menunjukkan nilai sebesar 0.503 yang berarti bahwa kepemimpinan dan motivasi kerja berpengaruh terhadap kinerja pegawai sebesar 50.3% sedangkan sisanya dipengaruhi oleh variabel lain.

Kata Kunci: Kepemimpinan, Motivasi Kerja, Kinerja Pegawai

ABSTRACK

Nurfathin Haidyah, NIM. 7173510054 "The Influence of Leadership and Work Motivation on the Performance of Lubuk Pakam District Office Employees" Thesis Department of Management, Faculty of Economics, Medan State University, 2023.

This study aims to determine the effect of leadership and work motivation on the performance of employees at the Lubuk Pakam sub-district office. The population in this study were 60 employees and the sample used was 60 respondents using a saturated sampling technique. Data processing using SPSS 25.0 for windows. Based on the results of the study partially, it shows that there is a positive and significant influence of leadership variables on the performance of employees of the Lubuk Pakam Sub-District Office and there is a positive and significant influence of work motivation variables on the performance of Lubuk Pakam Sub-District Office employees. Based on the results of the study, it shows that the variables of leadership and work motivation simultaneously influence the performance of employees at the Lubuk Pakam District Office. This can be seen from the test of the coefficient of determination showing a value of 0.503 which means that leadership and work motivation affect employee performance by 50.3% while the rest is influenced by other variables.

Keywords: Leadership, Work Motivation, Employee Performanc