

## A B S T R A K

Gurusinga, Tentu Leo. **Hubungan Antara Keefektifan Gaya Kepemimpinan Dan Pengembangan Pegawai Terhadap Tanggung Jawab Pegawai Kantor Administrator Pelabuhan Utama Belawan (2005)**. Program Pascasarjana, Universitas Negeri Medan, Agustus 2005.

Penelitian ini berlatar belakang rendahnya tanggung jawab para pegawai Kantor Administrator Pelabuhan Utama Belawan. Salah satu faktor yang diduga penyebabnya adalah kurang efektifnya gaya kepemimpinan para pemimpin (atasan) dan rendahnya pengembangan pegawai. Penelitian ini bertujuan untuk mengetahui hubungan antara keefektifan gaya kepemimpinan dan pengembangan pegawai terhadap tanggung jawab pegawai melaksanakan tugasnya, pada Kantor Administrator Pelabuhan Utama Belawan.

Penelitian ini termasuk jenis penelitian korelasional. Variabel yang diteliti yaitu keefektifan gaya kepemimpinan (X1), pengembangan pegawai (X2) dan tanggung jawab pegawai (Y). Populasi dalam penelitian ini yaitu seluruh pegawai Kantor Administrator Pelabuhan Utama yang berjumlah 122 orang yang terdiri dari sarjana (S1 dan S2) dan non sarjana (D-III dan SLTA). Berdasarkan rumus Tuckman diperoleh jumlah sampel sebanyak 24,59% atau sebanyak 30 orang.

Analisis yang dilakukan dalam penelitian ini yaitu analisis deskripsi dan analisis inferensi yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa keefektifan gaya kepemimpinan, pengembangan pegawai dan tanggung jawab pegawai Kantor Administrator Pelabuhan Utama Belawan termasuk kategori sedang. Kemudian hasil penelitian menunjukkan bahwa terdapat hubungan antara keefektifan gaya kepemimpinan dengan tanggung jawab pegawai pada taraf  $\alpha=5\%$  dengan koefisien korelasi sebesar 0,85. Pengembangan pegawai mempunyai hubungan dengan tanggung jawabnya pada taraf  $\alpha=5\%$  dengan koefisien korelasi sebesar 0,59. Lebih lanjut hubungan antara keefektifan gaya kepemimpinan dan pengembangan pegawai secara bersama-sama terhadap tanggung jawab pegawai pada taraf  $\alpha=5\%$  dengan koefisien korelasi sebesar 0,86.

Berdasarkan hasil penelitian tersebut dapat disimpulkan bahwa keefektifan gaya kepemimpinan dan pengembangan pegawai cukup signifikan menjelaskan (mempengaruhi) tanggung jawab pegawai. Artinya secara rata-rata semakin tinggi (baik) nilai keefektifan gaya kepemimpinan dan pengembangan pegawai maka semakin tinggi (baik) tanggung jawab para pegawai Kantor Administrator Pelabuhan Utama Belawan. Keefektifan gaya kepemimpinan dan pengembangan pegawai dapat menjelaskan (mempengaruhi) tanggung jawab para pegawai sebesar 74,66%. Sedangkan sebesar 25,34% lagi tanggung jawab pegawai dijelaskan oleh berbagai variabel bebas lainnya. Persamaan garis regresi antara tanggung jawab pegawai dengan keefektifan gaya kepemimpinan dan pengembangan

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pegawai yaitu didapat  $Y=3,70 + 0,91 X_1 + 0,15 X_2$ . Hal ini berarti bahwa peningkatan nilai  $X_1$  dan  $X_2$  sebesar 1 satuan dapat meningkatkan nilai  $Y$  sebesar 0,94 satuan.



## ABSTRACT

Gurusinga, Tentu Leo, **The Correlation Between The Effectiveness of Leadership Style and Officer Development Toward Officer Responsibility of Main Port Administrator Office of Belawan (2005)**. Post Graduate Program, Medan State University, July 2005.

This study is triggered by the lack of officers responsibility of Main Port of Belawan. It assumed that factors due to that lack of responsibility are the less effective of leadership style of leaders and the lack of officer development. Therefore this study is aimed to find out whether there is a correlation between the effectiveness of leadership style and officer development toward the officer responsibility in doing their duties at Main Port Administrator Office of Belawan.

This study is the correlation one. The variables are the effectiveness of leadership style (X1), the officer development (X2) and the officer responsibility (Y). The population for this study is all officers (122 peoples) of Main Port Administrator of Belawan who graduated from S-1, S-2, D-III and SLTA and based on Tuckman formula, only 24,59% or 30 peoples selected as the sample.

The analyses used in this study were descriptive and inferential analyses, which cover correlation, and regression analyses. The study revealed that the effectiveness of leadership style, the officer development and the officer responsibility of Main Port Administrator of Belawan were in average. Further, it was shown that there is a correlation between :

1. The effectiveness of leadership style and the officer responsibility at  $\alpha=5\%$  with correlation coefficient = 0,85.
2. Officer development and the officer responsibility at  $\alpha=5\%$  with correlation coefficient = 0,59.
3. The effectiveness of leadership style and the officer responsibility simultaneously with the officer responsibility at  $\alpha=5\%$  with correlation coefficient = 0,86.

Based on research findings it can be concluded that the effectiveness of leadership style and officer development affect significantly the officer responsibility. It means that the higher the value of leadership style and the officer development, the better the officer responsibility of Main Port Administrator of Belawan.

The effectiveness of leadership style and officer development may influence the officer responsibility around 76,66% and 24,34% influenced by other independent variables.

The linear regression between the variables of the officer responsibility and officer development is  $Y = 3,70 + 0,91X_1 + 0,15X_2$ . It means that when there are increase value on X1 and X2, automatically there will be increase value on Y=0,94.