

ABSTRAK

M. Idham Sillia, 2022. Pengaruh Gaya Kepemimpinan *Participative* Terhadap Kinerja Karyawan Dengan Motivasi Kerja Dan Disiplin Kerja Sebagai Variabel *Intervening* Pada PT. Sahid Bela Ternate. **Pembimbing I : Dr. Fadhliah M. Alhadar dan Pembimbing II : Ikrima M. Mustafa**

Penelitian ini bertujuan untuk menguji pengaruh: (1) gaya kepemimpinan *participative* terhadap kinerja karyawan; (2) gaya kepemimpinan *participative* terhadap motivasi kerja karyawan; (3) gaya kepemimpinan *participative* terhadap disiplin kerja karyawan; (4) motivasi kerja terhadap kinerja karyawan; (5) disiplin kerja terhadap kinerja karyawan; (6) gaya kepemimpinan *participative* terhadap kinerja karyawan dengan motivasi kerja sebagai variabel mediasi; (7) gaya kepemimpinan *participative* terhadap kinerja karyawan dengan disiplin kerja sebagai variabel mediasi.

Penelitian ini termasuk penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah karyawan pada PT. Sahid Bela Ternate. Data dikumpulkan dengan menggunakan kuesioner online. Teknik analisis data menggunakan bantuan Software SmartPLS v3.0 dan SPSS v16.

Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan *participative* tidak berpengaruh signifikan terhadap kinerja; (2) gaya kepemimpinan *participative* tidak berpengaruh signifikan terhadap motivasi kerja karyawan; (3) gaya kepemimpinan *participative* berpengaruh signifikan terhadap disiplin kerja karyawan; (4) motivasi kerja berpengaruh signifikan terhadap kinerja karyawan; (5) disiplin kerja berpengaruh signifikan terhadap kinerja karyawan; (6) motivasi kerja tidak memiliki efek mediasi dalam pengaruh gaya kepemimpinan *participative* terhadap kinerja karyawan; (7) disiplin kerja memiliki efek mediasi pada gaya kepemimpinan *participative* terhadap kinerja karyawan.

Kata Kunci: Gaya Kepemimpinan Participative, Motivasi Kerja, Disiplin Kerja dan Kinerja Karyawan.

ABSTRACT

M. Idham Sillia, 2022. The Effect of Leadership Style on *Participative* Employee Performance With Work Motivation and Work Discipline as Variables *Intervening* at PT. Sahid Bela Ternate. **Advisor I : Dr. Fadhliah M. Alhadar and Supervisor II : Ikrima M. Mustafa**

This study aims to examine the effect of: (1) leadership style *participative* on employee performance; (2) leadership style *participative* on employee work motivation; (3) work motivation on employee performance; (4) leadership style *participative* on employee work discipline; (5) work discipline on employee performance; (6) leadership style *participative* on employee performance with work motivation as a mediating variable; (7) leadership style *participative* on employee performance with work discipline as a mediating variable.

This research includes research with a quantitative approach. The population of this study are employees at PT. Sahid Bela Ternate. Data were collected using an online questionnaire. The data analysis technique used the help of SmartPLS v3.0 and SPSS v16 software.

The results showed that: (1) the leadership style had *participative* no significant effect on the performance of the employees; (2) leadership style *participative* has no significant effect on the work motivation of employees; (3) the leadership style *participative* has a significant effect on the work discipline of employees; (4) work motivation has a significant effect on the performance of employees; (5) work discipline has a significant effect on the performance of employees; (6) work motivation has no mediating effect on the effect of the leadership style *participative* on employee performance; (7) work discipline has a mediating effect on the leadership style *participative* on employee performance.

Keywords: Participative Leadership Style, Work Motivation, Work Discipline and Employee Performance.