

## **ABSTRAK**

**Fardila Noh,2021.**Pengaruh Motivasi dan Gaya Kepemimpinan Terhadap Disiplin Kerja Serta Dampaknya Pada Kinerja Perangkat Desa Di Kecamatan Maba Selatan Kabupaten Halmahera Timur. Ketua Komisi : Zulaiha Husen, Anggota Komisi : Adnan Rajak.

Tujuan penelitian ini adalah : (1) Untuk menguji apakah motivasi berpengaruh terhadap kinerja Perangkat Desa di Kecamatan Maba selatan Kabupaten Halmahera Timur; (2) Untuk menguji apakah gaya kepemimpinan berpengaruh terhadap kinerja Perangkat Desa di Kecamatan Maba selatan Kabupaten Halmahera Timur; (3) Untuk menguji apakah motivasi berpengaruh terhadap disiplin Kerja Perangkat Desa di Kecamatan Maba selatan Kabupaten Halmahera Timur; (4) Untuk menguji apakah gaya kepemimpinan berpengaruh terhadap Disiplin kerja Perangkat Desa di Kecamatan Maba selatan Kabupaten Halmahera Timur; (5) Untuk menguji apakah disiplin kerja berpengaruh terhadap kinerja Perangkat Desa di Kecamatan Maba selatan Kabupaten Halmahera Timur; (6) Untuk menguji apakah motivasi berpengaruh terhadap kinerja perangkat desa melalui disiplin kerja di kecamatan Maba Selatan Kabupaten Halmahera Timur; (7) Untuk menguji apakah gaya kepemimpinan berpengaruh terhadap kinerja perangkat desa melalui disiplin kerja di kecamatan maba selatan kabupaten Halmahera timur. Jumlah sampel dalam penelitian ini adalah sebanyak 65 perangkat desa di Kecamatan Maba Selatan Kabupaten Halmahera Timur. Metode analisis yang digunakan dalam penelitian ini adalah *Partial Lest Square (PLS)* dengan bantuan aplikasi smartPLS versi 3.0.

Berdasarkan hasil pengujian hipotesis yang dilakukan, menunjukkan bahwa motivasi secara langsung tidak berpengaruh signifikan terhadap kinerja, Gaya kepemimpinan secara langsung tidak berpengaruh signifikan terhadap, motivasi secara langsung tidak berpengaruh signifikan terhadap disiplin kerja, gaya kepemimpinan secara langsung berpengaruh signifikan terhadap disiplin kerja, disiplin kerja secara langsung berpengaruh terhadap kinerja, disiplin kerja tidak mampu memediasi pengaruh motivasi terhadap kinerja, disiplin kerja mampu memediasi pengaruh gaya kepemimpinan terhadap kinerja.

**Kata Kunci : Motivasi, Gaya Kepemimpinan, Disiplin Kerja, Kinerja**

## **ABSTRACT**

**Fardila Noh, 2021.** *The Influence of Motivation and Leadership Style on Work Discipline and Their Impact on Village Apparatus Performance in Maba Selatan District, East Halmahera Regency. Commission Chairman : Zulaiha Husen, Commission Member : Adnan Rajak.*

*The aims of this study are: (1) To test whether motivation has an effect on the performance of Village Apparatus in the South Maba District, East Halmahera Regency; (2) To test whether the leadership style has an effect on the performance of the Village Apparatus in the South Maba District, East Halmahera Regency; (3) To test whether motivation affects the discipline of Village Apparatus Work in the South Maba District, East Halmahera Regency; (4) To test whether the leadership style has an effect on the work discipline of the Village Apparatus in the South Maba District, East Halmahera Regency; (5) To test whether work discipline has an effect on the performance of Village Apparatus in the South Maba Subdistrict, East Halmahera Regency; (6) To test whether motivation affects the performance of village officials through work discipline in the South Maba sub-district, East Halmahera Regency; (7) To test whether leadership style affects the performance of village officials through work discipline in the sub-district of Maba Selatan, East Halmahera Regency. The number of samples in this study were 65 village officials in the District of South Maba, East Halmahera Regency. The analytical method used in this study is Partial Least Square (PLS) with the help of the smartPLS version 3.0 application.*

*Based on the results of hypothesis testing conducted, it shows that motivation directly does not have a significant effect on performance, leadership style directly does not have a significant effect on, motivation directly does not significantly affect work discipline, leadership style directly has a significant effect on work discipline, work discipline is directly affect performance, work discipline is not able to mediate the effect of motivation on performance, work discipline is able to mediate the influence of leadership style on performance.*

**Keywords:** *Motivation, Leadership Style, Work Discipline, Performance*