

ABSTRAKSI

Northon Walala. 2021. Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Camat Jailolo Kabupaten Halmahera Barat. Dibawah bimbingan Dr. Abdullah W. Jabid, S.E., MM selaku pembimbing I dan Dr. Adnan Rajak, S.E., M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan dan motivasi kerja terhadap kinerja pegawai di Kantor Kecamatan Jailolo Kabupaten Halmahera Barat. Metode yang digunakan dalam penelitian ini adalah analisis regresi berganda dengan mengolah jawaban kuisioner dari 30 responden staf pegawai Kantor Camat Jailolo Kabupaten Halmahera Barat. Hasil penelitian menunjukan bahwa Gaya kepemimpinan berpengaruh signifikan terhadap kinerja pegawai kantor camat jailolo karena tipikal kepemimpinan lebih mengedepankan komunikasi antara atasan dan bawahan, mempercayai bawahan dalam melaksanakan tugas, mendengarkan aspirasi dan ide-ide bawahan, serta mampu menempatkan pegawai sesuai dengan kompetensinya. Sedangkan Motivasi kerja tidak memiliki pengaruh terhadap kinerja pegawai kantor camat jailolo karena sumber motivasi pegawai masih belum terakomodir oleh pimpinan. Sumber motivasi yang terdapat di kantor camat jailolo masih seputar tunjangan kinerja, namun dibalik semua itu ada kebutuhan pegawai yang dapat memicu motivasi kerja pegawai selain tunjangan seperti menerapkan *reward* (penghargaan) jenjang karir atau pelatihan sesuai dengan kebutuhan staf pegawai dan sebagainya.

Kata Kunci : *Gaya Kepemimpinan, Motivasi Kerja, dan Kinerja Pegawai*

ABSTRACTION

Northon Walala. 2021. The Influence of Leadership Style and Work Motivation on the Performance of Jailolo Sub-District Office Employees, West Halmahera Regency. Under the guidance of Dr. Abdullah W. Jabid, S.E., MM as supervisor I and Dr. Adnan Rajak, S.E., M.Si as supervisor II.

This study aims to determine the effect of leadership style and work motivation on employee performance at the Jailolo District Office, West Halmahera Regency. The method used in this study is multiple regression analysis by processing the answers to questionnaires from 30 respondents from the staff of the Jailolo Sub-District Head Office, West Halmahera Regency. The results show that leadership style has a significant effect on the performance of the Jailolo sub-district office employees because typical leadership prioritizes communication between superiors and subordinates, trusts subordinates in carrying out their duties, listens to the aspirations and ideas of subordinates, and is able to place employees according to their competencies. While work motivation has no effect on the performance of the Jailolo sub-district office employees because the source of employee motivation has not been accommodated by the leadership. The source of motivation found in the Jailolo sub-district office is still about performance allowances, but behind all of that there is a need for employees that can trigger employee work motivation in addition to benefits such as implementing career path rewards or training according to the needs of staff employees and so on.

Keywords: Leadership Style, Work Motivation, and Employee Performance