

ABSTRAK

Daniati (2022), penelitian dengan judul Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan Klinik Pratama Rawat Inap Ismadana Muaradua, Darman Syafe'i, S.E.,M.Si., selaku pembimbing I dan Hasiatul Aini, SE., M.Si., selaku pembimbing II.

Tujuan penelitian ini untuk mengetahui Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan Klinik Pratama Rawat Inap Ismadana Muaradua dengan 42 sampel, metode analisis yang digunakan adalah metode kuantitatif.

Nilai t_{hitung} Gaya Kepemimpinan (X_1) sebesar 4,053 dengan t_{tabel} sebesar 2,02269 karena $t_{hitung} (4,053) > (2,02269) t_{tabel}$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Gaya Kepemimpinan terhadap Kinerja Karyawan, t_{hitung} Motivasi Kerja (X_2) sebesar 3,364 dengan t_{tabel} sebesar 2,02269 karena $t_{hitung} (3,364) > t_{tabel} (2,02269)$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Motivasi Kerja terhadap Kinerja Karyawan pada Klinik Pratama Rawat Inap Ismadana Muaradua. Nilai F_{hitung} dalam penelitian ini sebesar 89,991 dengan F_{tabel} pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat $F_{tabel} 3,24$. Jadi $F_{hitung} > F_{tabel}$ dimana $89,991 > 3,24$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan antara Gaya Kepemimpinan (X_1), Motivasi Kerja (X_2), terhadap variable Kinerja Karyawan (Y). Nilai koefisien determinasi (*R square*) pada penelitian ini adalah sebesar 0,817 yang menunjukkan pengertian bahwa Kinerja Karyawan (Y) pada Klinik Pratama Rawat Inap Ismadana Muaradua dipengaruhi oleh variable Gaya Kepemimpinan (X_1), Motivasi Kerja (X_2) sebesar 81,7% sedangkan sisanya 18,3% dipengaruhi faktor lain yang tidak diteliti dalam penelitian ini seperti Lingkungan Kerja dan Komunikasi (Riduan, dkk, 2009:290).

Kata kunci :Pengaruh Gaya Kepemimpinan, Motivasi Kerja dan Kinerja Karyawan

ABSTRACT

Daniati(2022), a research entitled The Influence of Leadership Style and Work Motivation on Employees' Performance at Ismadana Inpatient Pratama Clinic Muaradua. Under the guidance of DarmanSyafe'i, S.E., M.Si., and HasiatulAini, SE., M.Si.

The purpose of this study was to determine the influence of leadership style and work motivation on employees' performance at Ismadana Inpatient Pratama Clinic Muaradua with 42 samples, the analytical method used was quantitative method.

The tcount value of Leadership Style (X1) was 4.053 with t table of 2.02269 because tcount (4.053) > (2.02269) ttable then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Leadership Style on Employees' Performance, tcount Work Motivation (X2) of 3.364 with t table of 2.02269 because tcount(3.364) > ttable (2.02269) then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Work Motivation on Employees' Performance at Ismadana Inpatient Pratama Clinic Muaradua. The value of Fcount in this study was 89.991 with Ftable at the 95% confidence level or = 5%, F table 3.24 was obtained. So Fcount > Ftable where 89,991 > 3,24 then H0 was rejected and Ha was accepted, meaning that simultaneously there was a significant influence between Leadership Style (X1), Work Motivation (X2), on the Employees' Performance variable (Y). The value of the coefficient of determination (R square) in this study was 0.817 which showed the understanding that Employees' Performance (Y) at the Ismadana Inpatient Pratama Clinic Muaradua was influenced by the Leadership Style variable (X1), Work Motivation (X2) was 81.7% while the rest 18.3% was influenced by other factors not examined in this study such as the Work Environment and Communication (Riduan, et al, 2009: 290).

Keywords: Influence of Leadership Style, Work Motivation and Employees' Performance