

ABSTRAK

Kartini Mayang Sari (2022), Pengaruh Gaya Kepemimpinan dan Keterlibatan Kerja Terhadap Kinerja Pegawai Kantor DPRD Kab. Ogan Komering Ulu. Dibawah bimbingan **Rosmala Dewi, S.E., M.Si. dan Titie Syahnaz Natalia, S.H., M.H.** Skripsi ini membahas tentang Pengaruh Gaya Kepemimpinan dan Keterlibatan Kerja Terhadap Kinerja Pegawai Kantor DPRD Kab.Ogan Komering Ulu . Populasi dalam penelitian ini adalah 63 orang pegawai Kantor DPRD Kab. Ogan Komering Ulu. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Gaya Kepemimpinan (X_1) sebesar 5,881 dan Keterlibatan Kerja (X_2) sebesar 7,023 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,00030 menyatakan seluruh variabel berpengaruh signifikan terhadap Kinerja Pegawai Kantor DPRD Kab. Ogan Komering Ulu. Nilai F hitung sebesar 100,601 lebih besar dari F tabel sebesar 3,15 menyatakan bahwa secara bersama-sama Gaya Kepemimpinan dan Keterlibatan Kerja berpengaruh signifikan Terhadap Kinerja Pegawai Kantor DPRD Kab. Ogan Komering Ulu. Nilai koefisien determinasi (*R Square*) sebesar 0,770 artinya dalam hal ini sumbangan pengaruh Gaya Kepemimpinan dan Keterlibatan Kerja Terhadap Kinerja Pegawai sebesar 77%, sedangkan sisanya 23% dipengaruhi oleh variabel lainnya di luar variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu motivasi kerja, tanggung jawab, disiplin kerja dan insentif (Sedarmayanti, 2017: 228).

Kata Kunci :Gaya Kepemimpinan, Keterlibatan kerja, Kinerja Pegawai.

ABSTRACT

Kartini Mayang Sari (2022), The Influence of Leadership Style and Work Involvement on the Performance of DPRD Office Employees, Ogan Komering Ulu Regency. Under the guidance of **Rosmala Dewi, S.E., M.Si. and Titie Syahnaz Natalia, S.H., M.H.** This research discussed the Influence of Leadership Style and Work Involvement on the Performance of DPRD Office Employees, Ogan Komering Ulu Regency. The population in this study were 63 employees of the DPRD Office of Ogan Komering Ulu Regency. The analytical method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explained that the t-count of each Leadership Style variable (X1) was 5.881 and Work Involvement (X2) was 7.023, which was greater than the t-table value of 2.00030 which stated that all variables had a significant influence on the Performance of Regency DPRD Office Employees. Ogan Komering Ulu. The calculated F value of 100.601 was greater than the F table of 3.15 which stated that together Leadership Style and Work Involvement had a significant influence on the Performance of Regency DPRD Office Employees. Ogan Komering Ulu. The value of the coefficient of determination (R Square) of 0.770 meant that in this case the contribution of the influence of Leadership Style and Work Involvement on Employees' Performance was 77%, while the remaining 23% was influenced by other variables outside of the variables included in this research model, namely work motivation, responsibility, work discipline and incentives (Sedarmayanti, 2017: 228).

Keywords: Leadership Style, Work Involvement, Employees' Performance.