PENGARUH GAYA KEPEMIMPINAN SITUASIONAL DAN MOTIVASI TERHADAP KINERJA PEGAWAI KANTOR DESA PANDANGLANDUNG DI KECAMATAN WAGIR, KABUPATEN MALANG

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan situasional dan motivasi terhadap kinerja Pegawai kantor Desa Pandanlandung, Kecamatan Wagir, Kabupaten Malang. Penelitian ini dilatarbelakangi oleh pentingnya peran sumber daya manusia dalam mencapai tujuan organisasi, di mana kinerja Pegawai kantor Desa menjadi faktor utama dalam menentukan keberhasilan organisasi. Namun, dalam praktiknya masih ditemukan permasalahan terkait kinerja pegawai kantor Desa yang belum optimal.

Permasalahan tersebut disebabkan oleh penerapan gaya kepemimpinan yang belum sepenuhnya sesuai dengan kondisi dan tingkat kesiapan Pegawai Kantor Desa , serta rendahnya motivasi kerja. Hal ini berdampak pada kurang optimalnya kinerja Pegawai kantor Desa, seperti keterlambatan dalam penyelesaian pekerjaan, rendahnya inovasi, serta kualitas pelayanan yang belum maksimal.

Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan jenis penelitian deskriptif asosiatif. Populasi dalam penelitian ini adalah seluruh karyawan Desa Pandanlandung yang berjumlah 12 orang dengan teknik pengambilan sampel menggunakan total sampling. Teknik pengumpulan data dilakukan melalui kuesioner dengan skala Likert, observasi, wawancara, dan dokumentasi. Teknik analisis data menggunakan analisis regresi linier berganda yang didukung oleh uji validitas, uji reliabilitas, uji asumsi klasik, uji t, uji F, serta koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa gaya kepemimpinan situasional berpengaruh terhadap kinerja karyawan, motivasi berpengaruh terhadap kinerja Pegawai kantor Desa, serta secara simultan gaya kepemimpinan situasional dan motivasi berpengaruh terhadap kinerja Pegawai . Dengan demikian, dapat disimpulkan bahwa gaya kepemimpinan situasional dan motivasi merupakan faktor penting dalam meningkatkan kinerja Pegawai kantor Desa Pandanlandung, sehingga pimpinan diharapkan mampu menerapkan gaya kepemimpinan yang sesuai dengan kondisi Pegawai Kantor Desa serta meningkatkan motivasi kerja guna mencapai kinerja yang optimal.

Kata kunci: Gaya Kepemimpinan Situasional, Motivasi, Kinerja Pegawai

THE EFFECT OF SITUATIONAL LEADERSHIP STYLE AND MOTIVATION ON EMPLOYEE PERFORMANCE IN PANDANGLANDUNG VILLAGE IN WAGIR DISTRICT, MALANG REGENCY

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ABSTRACT

This study aims to determine and analyze the influence of situational leadership styles and motivation on the performance of employees at the Pandanlandung Village Office, Wagir District, Malang Regency. This research is motivated by the importance of human resources in achieving organizational goals, where the performance of village office employees is a key factor in determining organizational success. However, in practice, problems related to suboptimal performance of village office employees are still found.

These problems are caused by the implementation of a leadership style that is not fully aligned with the conditions and level of preparedness of Village Office employees, as well as low work motivation. This has resulted in suboptimal performance among Village Office employees, such as delays in completing work, low innovation, and suboptimal service quality.

The research method used was a quantitative approach with a descriptive associative approach. The population in this study was all 12 employees of Pandanlandung Village, with a total sampling technique. Data collection techniques were carried out through questionnaires with a Likert scale, observation, interviews, and documentation. Data analysis techniques used multiple linear regression analysis supported by validity tests, reliability tests, classical assumption tests, t-tests, F-tests, and the coefficient of determination (R^2).

The results of the study indicate that situational leadership style influences employee performance, motivation influences the performance of Village Office Employees, and simultaneously situational leadership style and motivation influence employee performance. Thus, it can be concluded that situational leadership style and motivation are important factors in improving the performance of Pandanlandung Village Office Employees, so that leaders are expected to be able to apply a leadership style that is appropriate to the conditions of Village Office Employees and increase work motivation in order to achieve optimal performance.

Keywords: Situational Leadership Style, Motivation, Employee Performance