

RINGKASAN

Suatu perusahaan akan selalu berada dalam perubahan-perubahan yang saat ini berkembang demikian pesatnya. Perubahan dan perkembangan tersebut tidak dapat dihindarkan, dengan demikian pemimpin perusahaan tidak dapat tinggal diam dalam menanggapi perubahan dan perkembangan tersebut. Untuk mencapai keberhasilan tersebut bukanlah suatu hal yang mudah. Hal ini merupakan suatu usaha yang besar dan tergantung dari pemimpin yang membina sumber daya manusia yang berkualitas.

Penelitian tentang pengaruh gaya kepemimpinan bagi prestasi kerja karyawan ini mengambil obyek pada karyawan biro/bagian keuangan yang merupakan salah satu biro yang ada pada Sekretariat Daerah Propinsi Nusa Tenggara Barat, yang dipimpin oleh seorang kepala biro keuangan. Biro keuangan mempunyai tugas pokok melaksanakan pengelolaan keuangan, menyusun program dan petunjuk penggunaan keuangan, mengatur keluar masuknya keuangan yang ada.

Uji regresi digunakan untuk mengetahui pengaruh gaya kepemimpinan terhadap prestasi kerja karyawan. Uji F digunakan untuk mengetahui pengaruh gaya kepemimpinan secara serempak. Uji t dilakukan untuk mengetahui pengaruh gaya kepemimpinan secara parsial.

Berdasarkan nilai F_{hitung} sebesar 17,966 yang lebih besar dari F_{tabel} (2,45), maka, hipotesa bahwa gaya kepemimpinan directive (X_1), achievement-orientated (X_2), participative (X_3) dan supportive (X_4) pada struktur tugas rutin dan non rutin secara bersama-sama mempunyai pengaruh signifikan yang bermakna terhadap variabel terikatnya yaitu prestasi kerja karyawan (Y), terbukti kebenarannya.

Sementara berdasarkan hasil uji t menunjukkan bahwa seluruh nilai t_{hitung} lebih besar dari nilai t_{tabel} (1,645) yang diperoleh dengan tingkat signifikansi di bawah 5%, maka, gaya kepemimpinan directive (X_1), achievement-orientated (X_2), participative (X_3) dan supportive (X_4) pada struktur tugas rutin dan non rutin secara parsial mempunyai pengaruh signifikan terhadap variabel terikatnya yaitu prestasi kerja karyawan (Y).

ABSTRACT

The Analysis of The Leadership Style Influence on Employee's Performance Achievement at The Financial Bureau of The Governor Office at NTB Mataram.

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The research regarding the influence of leadership style on this performance achievement is aimed to see what relationship is the most suitable with the increase of the employee's performance achievement at the financial bureau of the Governor Office at NTB Mataram.

One of the aims is to prove some leadership styles i.e. supportive, directive, participative, performance oriented leadership style have an influence on the employees performance achievement.

Population in this research are 94 employee's at the financial bureau of the Governor Office at NTB Mataram. The used analysis model is the doubled regression. This research were hold since March 2004 till January 2005.

From this research we found, there was significant influence between leadership type with job performance.

Key words: leadership, directive, achievement-oriented, participative, supportive, and job performance.

SUMMARY

A company will always be in changes and development swiftly nowadays. The changes and development can not be avoided, thus the leader of a company can not be passive in responding the changes and development. To achieve the success is not an easy thing. This matter is a big effort and relies upon the Leader who manages qualified human resources.

The research regarding the influence of the leadership style for employee's performance achievement. This takes an object of secretariat regional province of West Nusa Tenggara, led by a chief of the financial bureau. The financial bureau has the main job to carry out financial management, arrange program and the direction of financial usage, and manage available financial cash flow.

Regression test is used to know the influence of the leadership style on employees' performance achievement. Test F is used to know the influence of the leadership style in together way. Test t is done to know the influence the leadership style partially.

Based on F count amounting to 24,065 bigger than F table (2,45), so hypothesis that directive, participate, performance oriented support in together way and have a meaningful and significant influence on the restricted variable that is employees performance achievement proved the truth.

Meanwhile based on the result test t shows that all grade t count bigger than grade t table obtained with the level of significance under 5 %, so the directive, participate, performance oriented leadership style support partially and have a significant influence on the restricted variable that is employees performance achievement.

Thus, it can be concluded that the directive, participate, performance oriented leadership style are supportive and have a significant influence on the employees performance achievement.