

ABSTRACT

This research is conducted to identify the influences, whether simultaneous or partial, of the leadership role, namely interpersonal role, information role, and decision-maker role toward working motivation of the staffs of Fortuna Major Clinic Laboratory, Bangkalan Madura.

Using the multiple regression analysis, it is decided that all components of leadership role, consisting of interpersonal role (X_1), information role (X_2), and decision-maker role (X_3) have significant influences toward employee's working motivation. This is concluded by comparing the value of $F_{\text{calculation}}$ with that of F_{table} , in which the former is higher (32.747) than the latter (2.9752); and by the lower value of $F_{\text{calculation}}$ significance (0.000, compared to 0.05).

From the t-test, it is decided that all independent variables have significant partial influences toward the dependent variable. This is concluded from the higher value of $t_{\text{calculation}}$ compared to that of t_{table} . The value of t_{table} is 2.04284, while the value of $t_{\text{calculation}}$ for interpersonal role, information role, and decision-maker role are 4.464, 7.779, and 2.959, respectively. All significance values for the variables are lower than 0.05.

The regression coefficient for each variable are: 0.284 (X_1), 0.530 (X_2), and 0.202 (X_3) with constant value of 0.117; therefore the resulting regression equation is:

$$Y = 0.117 + 0.284X_1 + 0.530X_2 + 0.202X_3$$

From its beta value, it is concluded that the information role is the dominant factor influencing the working motivation; namely 0.718 compared to those of interpersonal role (0.408) and decision maker role (0.237).

Meanwhile, the adjusted R Square (R^2) value, 0.767, indicates that the simultaneous influence of leadership role variables, consisting of interpersonal role, information role, and decision-maker role toward working motivation of the staffs of Fortuna Major Clinic Laboratory is calculated at 76.7%, whereas the remaining 23.3% were influences of other variables beyond the scope of this research.

Keywords: *interpersonal role, information role, decision-maker role, working motivation*