

ABSTRAK

Kinerja pegawai memiliki peranan penting dalam menunjang keberhasilan dan kesuksesan organisasi, apabila kinerja pegawai rendah maka akan berdampak buruk pada kinerja organisasi. Penilaian prestasi kerja PNS, terdiri dari sasaran kerja pegawai yang meliputi kuantitas, kualitas, waktu, biaya dan perilaku yang meliputi orientasi pelayanan, integritas, komitmen, disiplin, kerjasama dan kepemimpinan. Gaya kepemimpinan partisipatif sangat efektif dalam menetapkan tujuan karena selalu mengharapkan pendapat, saran dan kritikan dari karyawan pada proses pengambilan keputusan dan gaya kepemimpinan yang tepat akan menimbulkan motivasi seseorang untuk berprestasi. Mengingat betapa pentingnya gaya kepemimpinan dan motivasi terhadap kinerja karyawan diatas, dilakukan penelitian dengan judul “Pengaruh Kepemimpinan Partisipatif Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Mediator, dengan studi kasus di Balai Pengamanan Fasilitas Kesehatan Surabaya”. Analisis dilakukan dengan menggunakan regresi linier berganda dan didapatkan bahwa gaya kepemimpinan partisipatif serta variabel motivasi sebagai moderator berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Kepemimpinan Partisipatif, Motivasi, Kinerja

ABSTRACT

Employee performance has an important role in supporting the success and success of the organization, if employee performance is low it will have a negative impact on organizational performance. The performance appraisal of civil servants consists of employee work goals which include quantity, quality, time, cost and behavior which includes service orientation, integrity, commitment, discipline, cooperation and leadership. Participatory leadership style is very effective in setting goals because it always expects opinions, suggestions and criticism from employees in the decision-making process and the right leadership style will lead to someone's motivation for achievement. Given the importance of leadership style and motivation on employee performance above, a study was carried out with the title "The Influence of Participatory Leadership on Employee Performance with Work Motivation as a Mediator Variable, with a case study at the Balai Pengamanan Fasilitas Kesehatan Surabaya". Analysis was carried out using multiple linear regression and it was found that participatory leadership style and motivation variables as moderators had a positive and significant effect on employee performance

.Keywords: Participatory Leadership, Motivation, Performance