

ABSTRAK

Tujuan penelitian ini adalah untuk membuktikan pengaruh *supportive leadership* dan *job performance* melalui *job satisfaction* sebagai mediasi. Metode yang digunakan dalam penelitian ini adalah kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner pada sampel penelitian, yaitu sebanyak 74 karyawan Hotel X Sidoarjo. Teknik analisa data yang digunakan adalah SPSS dan uji Sobel untuk mengetahui efek mediasi.

Penelitian ini menemukan bahwa: (1) *supportive leadership* berpengaruh positif dan signifikan terhadap *job satisfaction* dengan koefisien beta 0,618 ($0,000 < 0,05$); (2) *job satisfaction* berpengaruh positif dan signifikan terhadap *job performance* dengan koefisien beta 0,348 ($0,000 < 0,05$); dan (3) *job satisfaction* berhasil memediasi pengaruh *supportive leadership* terhadap *job performance* dengan hasil uji sobel sebesar 2,730 ($0,006 < 0,05$).

Kata Kunci: *supportive leadership, job satisfaction, job performance*

ABSTRACT

The purpose of this study is to prove the influence of supportive leadership and performance through job satisfaction as a mediator. The method used in this study is quantitative with data collection techniques through the distribution of questionnaires in the study sample, as many as 74 employees of Hotel X Sidoarjo. The data analysis technique used is SPSS and Sobel test to determine the mediating effect.

This study found that: (1) leadership supported positive and significant effect on job satisfaction with a beta coefficient of 0,618 ($0.000 < 0.05$); (2) job satisfaction has a positive and significant effect on performance with a beta coefficient of 0,348 ($0.000 < 0.05$); and (3) job satisfaction succeeded in mediating the effect of support on work performance with the sobel test results of 2.730 ($0.006 < 0.05$).

Keywords: supportive leadership, job satisfaction, work performance