Pengaruh gaya kepemimpinan terhadap motivasi kerja karyawan (studi pada karyawan bagian manajemen (persero) PT Indra Karya cabang-1 Malang) / Nony Ayu Dwi Damsyah

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ABSTRAK

An organization, either in a form of enterprise or instance, needs a leader that can lead his underling to achieve a targeted goal” A leader is one of the factors which determine the development of an enterprise because within leadership does occur a process in which an individual influence other group members to achieve the goal of the group or organization” In the process, a leader changes the attitude or behavior of his underling using some influencing techniques which is not compulsive” In the other words, the underlings receive the influence of their leader to create a positive system and positive work result” This is why the attitude and leadership style of a manager have great influence on the organization he leads” There are tree leadership styles: directive, supportive, and participative”

This research is aimed to: (1) know how is the leadership style of the manager in PT* Indra Karya Branch-I Malang and working motivation of his employees, (2) know whether there is a significant and positive relation between directive, supportive, or participative leadership style and the working motivation of the employees partially, (3) know whether there is a significant and positive relation between directive, supportive, or participative leadership style and the working motivation of the employees simultaneously, (4) know which of the three leadership styles that has dominant influence on the working motivation of the employees”

The research conducted is an explanatory research” The instruments used for primer data taking are questionnaire with linkert scale, 5 alternative answers, and questions and answers which are put in a form of 30 questionnaires and given to 42 employees of management department of PT* Indra Karya Branch-I Malang” To ensure that the data from research instruments was valid, the researcher conducts a validity and reliability test using SPSS 16°00 for windows”

This research is a quantitative research because it explains the influence of the independent variables on the dependent variable” Besides questionnaire, the data taking technique also occupies observation, documents, and interview” This research uses descriptive analysis technique and double regression analysis” The descriptive analysis technique is used to describe the three leadership styles variable and working motivation of the employees of PT” Indra Karya Branch-I Malang” The double regression analysis is used to know the influence of independent variables, which are the three leadership styles, on dependent variable, which is the working motivation of the employees of PT” Indra Karya Branch-I Malang either partially or simultaneously”

The result of the research are : (1) There is a significant positive influence from directive leadership style (X1) on the working motivation of the employees (Y) with significance value 0,001, significance level (? = 0,05), and standardized coefficient B = 0,356 (positive), (2) There is a significant positive influence from supportive leadership style (X2) on the working motivation of the employees (Y) with significance value 0,000, significance level (? = 0,05), and standardized coefficient B = 0,499 (positive), (3) There is a significant positive influence from participative leadership style (X3) on the working motivation of the employees (Y) with significance value 0,016, significance level (? = 0,05), and standardized coefficient B = 0,270 (positive), (4) There is significant positive influence from directive (X1), supportive (X2), and participative (X3) leadership styles simultaneously on the working e (motivation of the employees (Y) with F = 0,000 and R = 0,821 (positive), (5) Effective Contribution (EC) of directive leadership style (X1) is 32, 7%, effective contribution of supportive leadership style (X2) is 18,5% and participative leadership style variable (X3) is 20,8%” Therefore, it is concluded that the effective contribution percentage of supportive leadership style variable (X2) is bigger than directive contribution percentage of directive leadership style variable (X1) and participative leadership style variable (X1)” It means supportive leadership style (X2) has more dominant influence on working motivation of the employees of PT” Indra Karya Branch-I Malang”

Based on the research, it is expected that leader keep on and improve the implementation of supportive leadership style because it does give positive contribution to the enterprise and the employees shown by the rise of working motivation both in the short term or long term” Besides, a leader has to give full attention and support to the employees in doing their assignments so that they feel trusted” Such harmonic working atmosphere between the boss and the employees encourage the employees to improve their working motivation”