

ABSTRAK

MUHAMAD ALWI RIZQI. 2021119002. Pengaruh Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Pramubakti Pada Biro Umum Dan Layanan Pengadaan Di Kementerian Desa, Pembangunan Daerah Tertinggal, Dan Transmigrasi Jakarta. Di bawah bimbingan Bapak H. Miswan, SE, M.Si.

Pramubakti, sebagai penunjang layanan pada pimpinan, memiliki peran penting dalam menjaga kebersihan dan kenyamanan. Identifikasi faktor kepemimpinan dan motivasi kerja

menjadi kunci untuk meningkatkan kinerja pramubakti. Meskipun tingkat kehadiran mereka sebagian besar baik, terdapat potensi kurangnya motivasi dan kinerja, mungkin dipengaruhi oleh manajemen terhadap ketidakdisiplinan. Penelitian ini bertujuan menganalisis penilaian pramubakti tentang kepemimpinan, motivasi kerja, dan kinerja.

Metode pemilihan sampel menggunakan purposive sampling dan data yang digunakan adalah data primer dalam bentuk kuesioner menggunakan google form, dan data sekunder

adalah data yang diperoleh melalui hasil pra kuesioner dengan 20 responden yang merupakan pramubakti. Responden dalam penelitian ini berjumlah 42 orang pramubakti.

Metode analisis data yang digunakan adalah analisis deksriptif kuantitatif, analisis regresi

linier berganda dengan pengujian hipotesis. Hasil analisis diperoleh: Penilaian Pramubakti

Mengenai Kepemimpinan termasuk dalam kategori sangat baik, Penilaian Pramubakti

Mengenai Motivasi Kerja termasuk dalam kategori sangat termotivasi, Penilaian Pimpinan

Mengenai Kinerja Pramubakti termasuk dalam kategori sangat baik, Berdasarkan dari hasil

pengolahan data diperoleh kepemimpinan dan motivasi kerja secara simultan maupun secara parsial berpengaruh signifikan terhadap kinerja pramubakti, tetapi motivasi kerja berpengaruh negatif terhadap kinerja pramubakti, selain itu hasil koefisien korelasi dan determinasi diperoleh terdapat hubungan yang sangat erat antara kepemimpinan dan motivasi kerja terhadap kinerja pramubakti). kesimpulan, penilaian pramubakti tentang kepemimpinan termasuk kategori "baik", penilaian pramubakti tentang motivasi kerja termasuk kategori "termotivasi", penilaian pimpinan tentang kinerja pramubakti termasuk

kategori "cukup baik" dan secara simultan maupun parsial kepemimpinan dan motivasi kerja berpengaruh signifikan terhadap kinerja pramubakti serta adanya hubungan yang erat

antara kepemimpinan dan motivasi kerja terhadap kinerja pramubakti pada Biro Umum dan Layanan Pengadaan di Kemendesa PDTT Jakarta.

Kata Kunci: Kepemimpinan, Motivasi Kerja, Kinerja, Biro Umum dan Layanan Pengadaan

ABSTRACT

MUHAMAD ALWI RIZQI. 2021119002. The Influence of Leadership and Work Motivation on Servant Performance at the General Bureau and Procurement Services at the Ministry

of Villages, Development of Disadvantaged Regions, and Transmigration Jakarta. Under the guidance of Mr. H. Miswan, SE, M.Si.

Stewards, as a support service to leaders, have an important role in maintaining cleanliness and comfort. Identifying leadership and work motivation factors is key to improving the performance of the attendants. Although their attendance rate is mostly good, there is a potential lack of motivation and performance, possibly influenced by management towards indiscipline. This study aims to analyze the servants' assessment of

leadership, work motivation, and performance. The sample selection method uses purposive sampling and the data used is primary data in the form of a questionnaire using

google form, and secondary data is data obtained through the results of a pre-questionnaire with 20 respondents who are service personnel. Respondents in this study

amounted to 42 servants. The data analysis method used is quantitative descriptive analysis, multiple linear regression analysis with hypothesis testing. The results of the analysis obtained: Servant Assessment of Leadership is included in the very good category,

Servant Assessment of Work Motivation is included in the very motivated category,

Leadership Assessment of Servant Performance is included in the very good category,

Based on the results of data processing, it is obtained that leadership and work motivation

simultaneously and partially have a significant effect on servant performance, but work motivation has a negative effect on servant performance, besides the results of the correlation coefficient and determination obtained there is a very close relationship between leadership and work motivation on servant performance). In conclusion, the servant's assessment of leadership is in the "good" category, the servant's assessment of work motivation is in the "motivated" category, the leader's assessment of the servant's performance is in the "good enough" category and simultaneously and partially leadership

and work motivation have a significant effect on the performance of servants and there is

a close relationship between leadership and work motivation on the performance of servants at the General Bureau and Procurement Services at the Ministry of Villages in Jakarta.

Keywords: Leadership, Work Motivation, Performance, General Bureau and Procurement Services