

# Intervensi terhadap motivasi kerja pegawai melalui pelatihan servant leadership dan peningkatan awareness akan kepuasan gaji kepada pimpinan di Balai Besar Pom Propinsi X = Intervention towards the employee s work motivation through servant leadership s training and increasing awareness about pay satisfaction for leaders in Balai Besar POM Propinsi X

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## Abstrak

Penelitian ini bertujuan mengetahui apakah intervensi pelatihan servant leadership dan peningkatan awareness pada pimpinan dapat meningkatkan motivasi kerja pegawai di Balai Besar POM Propinsi X. Intervensi didasarkan pada penelitian motivasi kerja 46 pegawai. Servant leadership pada pimpinan BBPOM Propinsi X diukur melalui Servant Leadership Scale (Barbuto dan Wheeler, 2006). Hasil analisis regresi menunjukkan bahwa motivasi kerja pegawai ditentukan oleh 88,6% servant leadership dan 90% kepuasan atas gaji. Peneliti merancang pelatihan servant leadership pada pimpinan dengan fokus pada dimensi organizational stewardship dan persuasive mapping yang rendah agar semua dimensi servant leadership yang dimiliki pimpinan lengkap, dan dapat berfungsi optimal. Oleh karena itu, disarankan untuk meninjau besaran gaji pegawai secara periodik. Dengan adanya intervensi pelatihan servant leadership akan dapat meningkatkan semangat dan motivasi kerja selama memberikan pelayanan yang baik dan optimal kepada masyarakat. Pimpinan juga perlu menyadari bahwa motivasi kerja pegawai dipengaruhi juga oleh kepuasan atas gaji.

*The research aimed determine the effect of servant leadership's training and increasing awareness for leaders as intervention program will increase the employee's work motivation in Balai Besar POM Propinsi X. The intervention based on work motivation's research of 46 employees. Servant leadership for leaders in BBPOM Propinsi X measured by Servant Leadership Scale's instrument (Barbuto and Wheeler, 2006). The result of analysis regression shows that employee's work motivation determined by 88,6% servant leadership and 90% pay satisfaction. Researcher designs servant leadership's training for leaders focusing on lower result of organizational stewardship and persuasive mapping dimension, in order to servant leadership's dimensions that owns by the leaders is comprehensive and can be functioned optimally. With the servant leadership's training intervention, it will be able to improve encouragement and work motivation during giving good and optimal service to the public. Leaders also have to aware that employee's work motivation affected by pay satisfaction. Thus, the suggestion is to look deeper on how much the employee's salary and review it periodically.*