

Pengaruh gaya kepemimpinan terhadap kepuasan kerja (Studi kasus pada pegawai kantor pusat Direktorat Jenderal Pajak) = The influence of leadership style towards job satisfaction (Case study in Directorate General Of Tax Headquarter)

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Abstrak

Penelitian ini bertujuan untuk mengetahui tingkat kepuasan kerja, gaya kepemimpinan dan pengaruh gaya kepemimpinan terhadap kepuasan kerja pegawai pajak. Gaya kepemimpinan menggunakan full-range leadership yang terdiri dari kepemimpinan transformasional, transaksional, dan laissez-faire. Penelitian dilakukan di Kantor Pusat Direktorat Jenderal Pajak, dengan jumlah responden sebanyak 101 orang. Penelitian ini menggunakan metode analisis deskriptif, regresi linear berganda, dan general linear model multivariate. Hasil penelitian menunjukkan kepuasan kerja secara keseluruhan termasuk kategori tinggi sedangkan gaya kepemimpinan termasuk kategori sedang. Selain itu, hasil penelitian ini menunjukkan kepemimpinan laissez-faire berpengaruh negatif signifikan terhadap kepuasan kerja dan dimensi kepemimpinan idealized influence behavior dan contingent reward berpengaruh positif. Sedangkan dimensi kepemimpinan inspirational motivation dan individualized consideration berpengaruh negatif.;

This study aims to determine the level of job satisfaction, leadership style and influence of leadership style towards job satisfaction tax employees. Leadership style using full-range leadership consisting of transformational leadership, transactional, and laissez-faire. The study was conducted in Directorate General of Tax Headquarter, the number of respondents were 101 people. This study uses descriptive analysis, multiple linear regression, and general linear model multivariate. The results showed overall job satisfaction were high category while leadership styles including medium category. In addition, the results of this study found that laissez-faire leadership has significant negative influence towards job satisfaction and leadership dimensions of idealized influence behavior and contingent reward have positive effect. While the leadership dimensions of inspirational motivation and individualized consideration have negative effect.;

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