

# Peranan kepemimpinan dan lingkungan kerja terhadap produktivitas kerja pegawai Direktorat Jenderal Pemasyarakatan

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=98240&lokasi=lokal>

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## Abstrak

In the recent era, the development of science and technology has been rapidly growing up, therefore, there is no more option for every organization either government's or non government's. As a consequences of this issue, the organization need to make an action to redevelop its human resources quality. The objective of these demand is to win the competitive services, articularly in serving the public due to the function of the government.

Productivity is one main focus issue of the human resources because it has an efficiency, an effectiveness, and a quality inside it self, as the result of the human role as resource.

To achieve an optimal and qualified work productivity, the organization must have a leader who have ability to encourage, giving direction, counselor, and influencing staff to carry out the work in leading to the main and work environment is the physics environment factor which containing with working room and working tools along with working relationship which also contained with attitude, work atmosphere, communication and good cooperation, have a high responsive power against the global challenge change in order to give an anticipation ability of the organization. In connection with that, this research is subjected to see the role of the leadership and work environment against the work productivity of the Directorate General of Correction Staffs.

The population of the research is 505 person staffs of Directorate General of Correction entirely, using the prime data raising technique by question disseminate in form of inquiry papers of 101 respondents. The data analysis tools in this research is the SPSS (Statically Program for Social Science). Correlation tests is used for see the correlation between X and Y variable.

Based on this result of the research by statistic analyzing, there is a relation between leadership with work productivity they are positive/ strong with correlation coefficient 0,755 therefore the coefficient interval is between 0,60 - 0,799 means that there is correlation between leadership variable with productivity variable that indicate the strong correlation level, positive and significant between those variable, as a result is the strengthen of the leadership values in the Directorate General of Correctional have a strong influences against the development of the staffs work productivity in it.

The correlation between work environment with work productivity of staff is positive/strong with 0,669 coefficient therefore the coefficient interval is 0,60 - 0,799. This means there is correlation between work environment variable with work productivity of Directorate General of Correction which indicate the strong correlation, positive and significant between both variable, so that the work environment values in the

Directorate General has a strong influence against the development of work productivity of Directorate General of Correction's Staffs.

The con-elation between leadership and work environment together with work productivity is positive/strong with correlation coefficient 0,819, therefore the interval coefficient is 0,80 - 1,000 is very strong categorized. This means that work productivity which indicate the very strong correlation, positive and significant between both variable as a result that the strengthening of the leadership and work environment values in Directorate General of Correction have a very strong influence against the development of work productivity of the Directorate General of Correction's Staffs.

The leadership need to see the leadership style which has an ability to directing, an agent of change skill, a spokesman skill, a guider skill, a leader skill, making the right decision skill, a motivator skin, and the way of communication in achieving the strong leadership and work environment values, so that it can develop work productivity of Directorate General of Correction's Staffs.

The work environment need to see the interior design, individual initiative, togetherness, management support, communication pattern and supervision from the leader, so that it can create a conducive and staff work productivity of Directorate General of Correction's Staffs.