

ABSTRAK

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Judul : Pengaruh Motivasi Kerja dan Kepemimpinan terhadap Kinerja Pegawai Direktorat Jenderal Imigrasi

Penelitian ini untuk mengetahui bagaimana pengaruh motivasi kerja dan kepemimpinan terhadap kinerja pegawai Direktorat Jenderal Imigrasi. Terdapat banyak faktor yang mempengaruhi kinerja pegawai, namun dalam penelitian ini hanya melihat faktor motivasi kerja dan kepemimpinan. Metode penelitian menggunakan metode survey. Penulis menggunakan data primer dan data sekunder. Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif dengan sampel berjumlah 100 orang. Sebelum menganalisa, semua instrument diuji validitas dan reliabilitasnya. Setelah data dinyatakan valid dan reliabel kemudian dianalisis. Hasil analisis Motivasi Kerja merupakan variabel yang memiliki pengaruh yang besar terhadap kinerja pegawai, dengan nilai koefisien regresi sebesar 0,697. kepemimpinan berpengaruh secara positif dan signifikan terhadap kinerja pegawai Direktorat Jenderal Imigrasi sebesar 0,61. Kepemimpinan dan motivasi secara bersama-sama memiliki pengaruh terhadap kinerja pegawai Direktorat Jenderal Imigrasi sebesar 0,731.

Kata kunci:
motivasi kerja, kepemimpinan, kinerja

ABSTRACT

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Title : The Impact of Work Motivation and Leadership to The Employee's Performance in Directorate General of Immigration

This research is conducted in order to assess the extent of work motivation and leadership's impact to the employee's performance in Directorate General of Immigration. There are many factors that have impacts on employee's performance, but this research is limited to work motivation and leadership. The research methodology of this research is survey. The researcher is utilizing primary and secondary data. Quantitative approach is applied to 100 (one hundred) samples. Before undertaking an analysis, all instruments are examined for their validity and reliability. After they are examined as valid and reliable, the instruments are then being analyzed. The result of the analysis on Work Motivation is that it is a variable that has big impact to the employee's performance, with a regression coefficient value of 0.697. On the other hand, leadership has positive and significant impact to the employee's performance for 0.61. Both leadership and motivation have impact to the employee's performance in Directorate General of Immigration for 0.731.

Key words :
work motivation, leadership, employee's performance.