

ABSTRACT

Zulfikar, NPM: 71170312190 , Influence of Leadership Style and Career Development on Employee Performance in The Department of Industry and Trade of North Sumatra Province. Guided by H. Bakhtiar, S.E., M.Si. as Advisor I, and Syafrizal, S.E., M.M. as Advisor II.

The formulation in this study is how the influence of leadership style and career development on the performance of employees in the Department of Industry and Trade of North Sumatra Province. The purpose of this study is to find out and analyze the influence of leadership style and career development on the performance of employees in the Department of Industry and Trade of North Sumatra Province.

This research is descriptive quantitative research. Data collection techniques are conducted through interviews, question lists and documentation studies. The sample in this study was 62 employees. Variables are measured on the Likert Scale. Hypothesis testing using multiple linear regression analysis, F test and t test.

Simultaneous test results showed that leadership style and career development had a positive and significant effect on the performance of employees in the Department of Industry and Trade of North Sumatra Province. Partially shows that the leadership style has a positive and significant effect on the performance of employees in the Department of Industry and Trade of North Sumatra Province and career development has a positive and significant effect on the performance of employees in the Department of Industry and Trade of North Sumatra Province.

Keywords: Leadership, Career, Employee performance.

ABSTRAK

Zulfikar, NPM: 71170312190, Pengaruh Gaya Kepemimpinan Dan Pengembangan Karir Terhadap Kinerja Pegawai Di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara. Dibimbing oleh H. Bakhtiar, S.E., M.Si. sebagai Pembimbing I, dan Syafrizal, S.E., M.M. sebagai Pembimbing II.

Rumusan pada penelitian ini adalah bagaimana pengaruh gaya kepemimpinan dan pengembangan karir terhadap kinerja pegawai di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan dan pengembangan karir terhadap kinerja pegawai di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 62 orang pegawai. Variabel diukur dengan Skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda, uji F dan uji t.

Hasil uji secara simultan menunjukkan bahwa gaya kepemimpinan dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara. Secara parsial menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Perindustrian Dan Perdagangan Provinsi Sumatera Utara.

Kata kunci: Gaya kepemimpinan, Pengembangan karir, Kinerja pegawai.