

ABSTRAK

Ridwan Adiansyah Lubis, 71180312064, Pengaruh Kepemimpinan Visioner dan Sikap Kerja Terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal

Rumusan masalah dalam skripsi ini adalah bagaimana pengaruh kepemimpinan visioner terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal, bagaimana pengaruh sikap kerja terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal, bagaimana pengaruh kepemimpinan visioner dan sikap kerja terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kepemimpinan visioner terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal, pengaruh sikap kerja terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal, pengaruh kepemimpinan visioner dan sikap kerja terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal.

Populasi dalam penelitian ini adalah seluruh pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Mandailing Natal yang berjumlah 48 orang pegawai dan yang dijadikan sampel adalah keseluruhan jumlah populasi. Data diperoleh melalui data instansi, data perpustakaan dan literatur-literatur. Teknik pengambilan data penulis lakukan melalui wawancara (*interview*) dan studi dokumen. Teknik analisis data penulis lakukan melalui metode analisis deskriptif dan metode analisis regresi linear berganda.

Hasil penelitian ini menjelaskan bahwa ada pengaruh yang signifikan antara kepemimpinan visioner terhadap kinerja pegawai sehingga dengan demikian secara parsial ada pengaruh yang signifikan antara kepemimpinan visioner terhadap kinerja. Ada pengaruh yang signifikan antara sikap kerja terhadap kinerja, karena menurut hasil uji statistik terdapat pengaruh positif variabel sikap kerja terhadap variabel kinerja. Dengan demikian secara parsial ada pengaruh yang signifikan antara sikap kerja terhadap kinerja. Kepemimpinan visioner dan sikap kerja secara simultan memiliki pengaruh terhadap Kinerja pegawai.

Kata Kunci : Kepemimpinan Visioner, Sikap Kerja, Kinerja

ABSTRACT

Ridwan Adiansyah Lubis, 71180312064, *The Influence of Visionary Leadership and Work Attitudes on Employee Performance at the Population and Civil Registration Office of Mandailing Natal Regency*

The formulation of the problem in this thesis is how the influence of visionary leadership on the performance of the Mandailing Natal Regency Population and Civil Registration Service employees, how the work attitude affects the performance of the Mandailing Natal Regency Population and Civil Registration Service employees, how the influence of visionary leadership and work attitude on the Population Service's employee performance and Civil Registration of Mandailing Natal Regency. The purpose of this study was to determine and analyze the effect of visionary leadership on the performance of the Mandailing Natal Regency Population and Civil Registration Service employees, the influence of work attitudes on the Mandailing Natal Regency Population and Civil Registration Service employees' performance, the influence of visionary leadership and work attitudes on the Population Service's employee performance. and Civil Registration of Mandailing Natal Regency. The population in this study were all employees of the Department of Population and Civil Registration of Mandailing Natal Regency, totaling 48 employees and the sample being the entire population. Data obtained through agency data, library data and literatures. The author's data collection technique was done through interviews (interviews) and document studies. The data analysis technique was carried out by the author through descriptive analysis methods and multiple linear regression analysis methods. The results of this study explain that there is a significant influence between visionary leadership on employee performance so that partially there is a significant influence between visionary leadership on performance. There is a significant influence between work attitudes on performance, because according to the results of statistical tests there is a positive effect of work attitude variables on performance variables. Thus partially there is a significant influence between work attitudes on performance. Visionary leadership and work attitude simultaneously have an influence on employee performance.

Keywords: Visionary Leadership, Work Attitude, Performance