

ABSTRAK

MUHAMMAD ARKAN, NPM : 71210312156, Pengaruh Kepemimpinan dan Motivasi Terhadap Kinerja Pegawai Kantor Puskesmas Rengas Pulau. Dibimbing oleh Dr. Supriadi, S.E., MM., M.S.i. sebagai Pembimbing I, dan M. Tahir, S.E., MM. sebagai Pembimbing II, Skripsi-2025.

Rumusan pada penelitian ini adalah bagaimana pengaruh kepemimpinan dan motivasi kerja terhadap kinerja pegawai Puskesmas Rengas Pulau, dan tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kepemimpinan dan motivasi kerja terhadap kinerja pegawai Puskesmas Rengas Pulau. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (questionnaire) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 43 orang. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t. Hasil uji secara serentak menunjukkan pengaruh sangat nyata terhadap kinerja pegawai di Puskesmas Rengas Pulau, dapat dijelaskan bahwa kepemimpinan berpengaruh terhadap kinerja pegawai, motivasi kerja berpengaruh terhadap kinerja pegawai. Kepemimpinan dan motivasi kerja berpengaruh terhadap kinerja pegawai.

Kata kunci :

Kepemimpinan, Motivasi, Kinerja Pegawai.

ABSTRACT

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The Influence of Leadership and Motivation on Employee Performance at Rengas Pulau Community Health Center Supervised by Dr. Supriadi, S.E., M.M., M.Si. as Primary Supervisor, and M. Tahir, S.E., M.M. as Secondary Supervisor, Undergraduate Thesis – 2025.

The research problem in this study is to determine how leadership and work motivation influence the performance of employees at Rengas Pulau Public Health Center. The objective of this study is to identify and analyze the effect of leadership and work motivation on employee performance at Rengas Pulau Public Health Center. This research is a descriptive quantitative study. Data collection techniques include interviews, questionnaires, and documentation studies. The sample consisted of 43 respondents. The variables were measured using a Likert scale. Hypothesis testing was conducted using multiple linear regression analysis with both F-test and t-test. The results of the simultaneous test indicate a significant influence on employee performance at Rengas Pulau Public Health Center. It can be concluded that leadership affects employee performance, work motivation affects employee performance, and both leadership and work motivation jointly influence employee performance.

Keywords:

Leadership, Motivation, Employee Performance.