

## ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh gaya kepemimpinan situasional dan motivasi kerja terhadap kinerja karyawan pada PT Mitra Buana Komputindo Divisi Technical Support. Populasi pada penelitian ini berjumlah 40 orang yang merupakan karyawan PT Mitra Buana Komputindo Divisi Technical Support.

Karena ukuran populasi relatif kecil, maka semua anggota populasi dijadikan sampel, maka teknik pengambilan sampel (sampling) disebut sensus. Data primer dikoleksi dengan instrumen kuesioner, variabel gaya kepemimpinan situasional dengan 20 kuesioner, variabel motivasi kerja dengan 13 kuesioner, dan variabel kinerja 10 kuesioner. Pengujian hipotesis yang telah dirumuskan menggunakan teknik regresi linier berganda dan koefisien determinasi ( $R^2$ ).

Hasil pengujian hipotesis 1 bahwa gaya kepemimpinan situasional berpengaruh positif dan signifikan kuat terhadap kinerja, hipotesis 2 bahwa motivasi kerja berpengaruh positif tidak signifikan terhadap kinerja, hipotesis 3 gaya kepemimpinan situasional dan motivasi kerja secara simultan mempunyai  $R^2$  sebesar 40,1%. Kesimpulannya bahwa model penelitian mampu menjelaskan 40,1% sedangkan sisanya sebesar 59,9% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata kunci : Gaya kepemimpinan situasional, motivasi kerja, kinerja karyawan.



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## **ABSTRACT**

*The purpose of this research is to understand the effect of situational leadership style and work motivation towards the performance of employees in PT Mitra Buana Komputindo , Technical Support Division. The population of this research is 40 individuals who are employees of PT Mitra Buana Komputindo, Technical Support Division.*

*Because the population size is relatively small, all population members used as samples, therefore the sampling technique is called census. Primary data was collected with questionnaire instrument, situational leadership style variable with 20 questionnaires, work motivation variable with 13 questionnaires, and performance variable with 10 questionnaires. The formulated hypothesis testing is using multiple linear regression technique and coefficient determination ( $R^2$ ).*

*Hypothesis 1 testing resulted that situational leadership style has a positive and strongly significant towards performance, hypothesis 2 testing resulted that work motivation has a positive but not significant effect towards performance, hypothesis 3 resulted that situational leadership style and work motivation simultaneously have  $R^2$  of 40,1%. The conclusion is the research model is able to explain 40,1%, whereas the remaining 59,9% is explained by other variables which are not tested in this research.*

*Keywords : Situational leadership style, work motivation, performance.*

