

ABSTRACT

The purpose of this study is to analyze the influence of leadership style, motivation, and work environment to the employee satisfaction in General Affairs Bureau of Ministry of Trade. This study involved 91 respondents who selected by probability sampling methods. Data obtained based on questionnaires completed by respondents with self-rating likert scale. Analysis of data using multiple linear regression model and processed with SPSS 25.0. The analysis showed that leadership style significant positive effect on work environment, motivation inspiration dimensions related quite strongly with dimensions of work itself for the organization. Motivation significant positive effect of work environment, motivation factors dimensions strong enough factor associated with the dimensions of payment in the agency. Work environment significant positive effect on work environment, motivation physical work environment dimensions related quite strongly with dimensions of work itself for the organization. Based on the analysis of correlation dimension, the dimension of type of motivation factor variable motivation has the strongest correlation to the dimensions of payment in variable employee satisfaction.



Keyword : leadership style, motivation, work environment, employee satisfaction.

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ABSTRAK

Penelitian ini bertujuan untuk mengalisa pengaruh gaya kepemimpinan, Motivasi dan lingkungan kerja terhadap kepuasan kerja pegawai Biro Umum Kementerian Perdagangan. Penelitian ini melibatkan 91 pegawai menggunakan *probability sampling*. Data diperoleh berdasarkan kuesioner yang diisi oleh responden secara *self rating* dengan skala likert. Analisis data menggunakan model regresi linier berganda dan diolah dengan program SPSS versi 25.0. Hasil analisis menunjukkan bahwa gaya kepemimpinan berpengaruh positif signifikan terhadap kepuasan kerja pegawai, dimensi inspirasi motivasi berhubungan cukup kuat dengan dimensi pekerjaan itu sendiri terhadap organisasi. Motivasi berpengaruh positif signifikan terhadap kepuasan kerja pegawai, dimensi faktor motivasi berhubungan sangat kuat dengan dimensi gaji dalam instansi. Lingkungan kerja berpengaruh positif signifikan terhadap kepuasan kerja pegawai, dimensi lingkungan kerja fisik berhubungan cukup kuat dengan dimensi pekerjaan itu sendiri terhadap organisasi. Berdasarkan analisis korelasi dimensi, dimensi tipe faktor motivasi pada variabel motivasi memiliki korelasi paling kuat terhadap dimensi gaji pada variabel kepuasan kerja pegawai.



Kata Kunci : Gaya kepemimpinan, motivasi, lingkungan kerja, kepuasan kerja.

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