ABSTRACT

The success or failure of some organizations are determined by the quality of leadership of people who are in charge in the organization. The opinion reflects that a leader of an organization has a big role in the organization, thus a leadership is hoped to have ability to motivate, direct, influence and communicate with the subordinates in order to reach company's goal effectively and efficiently. The facts that happens nowadays are: Firstly, jobs delegation from a leader to the subordinates cannot reach the point so that it creates gap among divisions in an organization; Secondly, a leader is not democratic in making a decision; thirdly; overlapping rules that creates lose of motivation to work.

In order to evince hypothetical research, thus the method used is compounding regression. Based on the result of the research with the statistic instrument thus the result can be shown as follows: Firstly, there is a significant influence of Leadership Attitude variable to 71.4% of the variable of organizational climate; secondly, there is a significant individual influence of Leadership Attitude variable to motivational work with the total influence is 31.1%:; there is a significant individual influence of the Organizational Climate to the Motivational work (Y) with the total influence is 16.6%; collectively, Leadership Attitude and Organizational Climate influence motivational work significantly with the total influence of both variable is 86%.

Since the result of hypothesis has not fully reflected the representation of whole bureaucracy staff population in Gorontalo province, so that hopes or recommendations given by the writer are: Firstly, to maximize organizational climate, so that a leader should do balancing in working life and social life with the subordinates, develops harmonious synergy with the staffs and support the staffs to develop themselves whether it is supported by the institute facility or by their own ability: secondly, to enhance staff motivational work, so that a leader is suggested to do some issues regarded as fundamental that is : put his/her staff normally as he /she feels themselves as the partner of work, giving deep understanding to the staff regarding to the organization operating system, shares the knowledge to the staff regarding to the risk of work and problem-solving, inspires the staff and stimulates to think creatively.