

ABSTRAK

Pingkan Jian Asriningtyas. PENGARUH GAYA KEPEMIMPINAN DEMOKRATIS TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI PT. XYZ. Dibimbing Oleh RATNA EKAWATI, S.T., M.T. dan DYAH LINTANG T, S.T., M.T.

Setiap pemimpin memiliki gaya kepemimpinan yang berbeda, PT. XYZ mengalami rotasi general manager pada bulan maret 2017. Pada desember 2017, kepuasan kerja dan kinerja karyawan pada PT. XYZ dinilai oleh pihak ketiga, didapatkan hasil kepuasan kerja dan kinerja karyawan meningkat. Untuk melihat pengaruh gaya kepemimpinan terhadap kepuasan kerja, pengaruh gaya kepemimpinan terhadap kinerja karyawan dan pengaruh gaya kepemimpinan terhadap kinerja karyawan melalui kepuasan kerja menggunakan metode *structural equation modeling* (SEM) dengan software LISREL 8.8 Penelitian ini dilakukan di PT. XYZ dengan menyebarkan kuesioner pada 106 karyawan organik. Tujuan penelitian ini untuk melihat pengaruh gaya kepemimpinan terhadap kinerja karyawan melalui kepuasan kerja. Hasil dari software LISREL 8.8 variabel gaya kepemimpinan terhadap variabel kepuasan kerja menunjukkan nilai *standard loading factor* (SLF) sebesar 0,13 ini menunjukkan adanya pengaruh positif. Variabel gaya kepemimpinan terhadap variabel kinerja karyawan menunjukkan nilai SLF sebesar 0,05 ini menunjukkan adanya pengaruh positif antara variabel gaya kepemimpinan terhadap kinerja karyawan. Variabel gaya kepemimpinan terhadap variabel kinerja karyawan melalui kepuasan kerja menunjukkan nilai SLF sebesar 0,99 ini menunjukkan adanya pengaruh positif antara variabel gaya kepemimpinan terhadap kinerja karyawan melalui kepuasan kerja.

Kata Kunci: Gaya Kepemimpinan, Kepuasan Kerja, Kinerja Karyawan, SEM.

ABSTRACT

Pingkan Jian Asriningtyas. *EFFECT OF DEMOCRATIC LEADERSHIP STYLE ON EMPLOYEE OF PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLE AT XYZ COMPANY. Guided By RATNA EKAWATI, S.T., M.T. and DYAH LINTANG T, S.T., M.T.*

Every leader has their own leadership's style, XYZ Company had a general rotation manager on March 2017. In December 2017, the job satisfaction and employee performance being calculated by other side, and according to this calculation, the job satisfaction and employee performance significantly increase. To determine the leadership style impact of job satisfaction, the leadership style impact of employee performance, the leadership style impact of employee performance through job satisfaction is using Structural Equation Modelling (SEM) in LISREL 8.8 Model. This research done in XYZ Company by spreading questionnaire to 106-workers. The research purposes is to know the impact of leadership's style in employee performance through job satisfaction. According to the LISREL 8.8, the value of Standard Loading Factor (SLF), that the variable of leadership's style in employee performance is 0,13, it shows that there is positively between leadership's style variable in job satisfaction. The variable of leadership's style to employee performance, shows the value of about 0,05, it may conclude that there is positively between both leadership's style and job satisfaction. The leadership's style variable to employee performance through job satisfaction shows the score for about 0,99 and it shows the positively both of leadership's style through job satisfaction.

Keyword: *Employee Performance, Job Satisfaction, Leadership's Style, SEM.*