ABSTRAK

Skripsi dengan judul "Pengaruh Gaya Kepemimpinan, Motivasi Kerja, Budaya Organisasi, dan Disiplin Kerja terhadap Kinerja Pegawai Kantor Sekretariat DPRD Kabupaten Tulungagung**"** yang ditulis oleh Kumala Dewi Nur Fadillah, NIM. 1860402221057, Program Studi Ekonomi Syariah, Fakultas Ekonomi dan Bisnis Islam, Universitas Islam Negeri Sayyid Ali Rahmatullah Tulungagung, dengan pembimbing Dr. Suminto, M. Pd. I.

Kata Kunci: Gaya Kepemimpinan, Motivasi Kerja, Budaya Organisasi, Disiplin Kerja, Kinerja Pegawai.

Penelitian ini dilatarbelakangi oleh pentingnya kinerja pegawai sebagai penentu keberhasilan organisasi dalam mencapai tujuan yang telah ditetapkan. Sumber daya manusia sebagai bagian dari aset organisasi memiliki peran strategis dalam meningkatkan produktivitas dan efektivitas kerja, sehingga kinerja pegawai tidak hanya dipengaruhi oleh kemampuan individu, tetapi juga oleh faktor lain seperti gaya kepemimpinan, motivasi kerja, budaya organisasi, dan disiplin kerja.

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan, motivasi kerja, budaya organisasi, dan disiplin kerja terhadap kinerja pegawai Kantor Sekretariat DPRD Kabupaten Tulungagung, baik secara simultann maupun parsial.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Jenis pengambilan sampel yang digunakan yaitu *non-probability sampling* sedangkan teknik yang digunakan untuk pengambilan sampel pada penelitian ini adalah sensus *sampling*. Data yang digunakan adalah data primer melalui penyebaran kuesioner kepada seluruh pegawai Kantor Sekretariat DPRD Kabupaten Tulungagung. Data yang terkumpul kemudian diolah menggunakan bantuan program SPSS 26.

Hasil penelitian menunjukkan bahwa secara bersama-sama gaya kepemimpinan, motivasi kerja, budaya organisasi, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Sekretariat DPRD Kabupaten Tulungagung. Namun, secara parsial gaya kepemimpinan dan disiplin kerja tidak berpengaruh signifikan terhadap kinerja pegawai, motivasi kerja berpengaruh negatif dan signifikan terhadap kinerja pegawai, sedangkan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai.

ABSTRACT

The thesis with the title "The Influence of Leadership Style, Work Motivation, Organizational Culture, and Work Discipline on the Performance of Employees at the Tulungagung Regency DPRD Secretariat Office" was written by Kumala Dewi Nur Fadillah, Student ID Number 1860402221057, Sharia Economics Study Program, Faculty of Islamic Economics and Business, Sayyid Ali Rahmatullah State Islamic University of Tulungagung, with the supervisor Dr. Suminto, M. Pd. I.

Keywords: Leadership Style, Work Motivation, Organizational Culture, Work Discipline, Employee Performance

This research is motivated by the importance of employee performance as a determinant of organizational success in achieving predetermined goals. Human resources, as part of an organization's assets, have a strategic role in increasing productivity and work effectiveness. Therefore, employee performance is influenced not only by individual abilities but also by other factors such as leadership style, work motivation, organizational culture, and work discipline.

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This study aims to analyze the influence of leadership style, work motivation, organizational culture, and work discipline on employee performance at the Tulungagung Regency DPRD Secretariat Office, both simultaneously and partially.

This study employed a quantitative approach with an associative approach. The sampling method used was non-probability sampling, while the sampling technique used was census sampling. Primary data was collected through questionnaires distributed to all employees at the Tulungagung Regency DPRD Secretariat Office. The collected data was then processed using SPSS 26.

The results showed that leadership style, work motivation, organizational culture, and work discipline collectively have a positive and significant effect on employee performance at the Tulungagung Regency DPRD Secretariat Office. However, partially, leadership style and work discipline do not significantly influence employee performance, work motivation has a negative and significant effect on employee performance, while organizational culture has a positive and significant effect on employee performance.