

ABSTRAK

Studi ini dimaksudkan untuk menganalisis sejauh mana pengaruh gaya kepemimpinan demokratis dan motivasi kerja terhadap kinerja pegawai pada Dinas Perumahan dan Kawasan Pemukiman Kabupaten Lumajang. Metode yang digunakan adalah pendekatan kuantitatif dengan pengumpulan data melalui kuesioner yang disebarakan kepada 38 pegawai negeri sipil sebagai sampel penelitian. Analisis data dilakukan menggunakan uji validitas, reliabilitas, asumsi klasik, dan regresi linier berganda. Hasil dalam penelitian ini mengindikasikan bahwa motivasi kerja berpengaruh terhadap kinerja pegawai, sedangkan gaya kepemimpinan demokratis berpengaruh terhadap kinerja pegawai. Koefisien determinasi (R^2) sebesar 0,498 mengindikasikan bahwa 49,8% variasi kinerja pegawai dapat dijelaskan oleh variabel gaya kepemimpinan demokratis dan motivasi kerja. Temuan ini merekomendasikan agar pimpinan lebih memfokuskan upaya pada peningkatan motivasi kerja untuk mendorong kinerja pegawai yang optimal.

Kata kunci : Gaya Kepemimpinan Demokratis, Motivasi Kerja, Dan kinerja Pegawai



ABSTRACT

The purpose of this study is to ascertain how employee performance at the Housing and Settlement Agency of Lumajang Regency is impacted by democratic leadership style and work motivation. A quantitative technique is employed, and the research sample consists of 38 civil personnel who were given questionnaires to complete. Multiple linear regression, validity and reliability tests, and classical assumptions were used in the data analysis process. The findings indicate that employee performance is positively and significantly impacted by job motivation, and that employee performance is significantly impacted by democratic leadership style. The variables of democratic leadership style and work motivation account for 49.8% of the variation in employee performance, according to the coefficient of determination (R^2) of 0.498. According to these results, managers should put more effort into raising employee motivation at work in order to promote peak performance.

Keywords: *Democratic leadership style, work motivation, and employee performance*

