

ABSTRAK

Aprinanto: Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis Universitas Pembangunan Nasional “Veteran” Yogyakarta, 09 Juni 2017. Pengaruh Gaya Kepemimpinan, Motivasi dan Budaya Organisasi terhadap Kinerja Pegawai Yang Di Mediasi Kepuasan Kerja (Survey Pada Pegawai Dinas Perhubungan Daerah Istimewa Yogyakarta). Pembimbing I: Prof. Dr. Arief Subyantoro, MS. dan Pembimbing II: Dr. Haddy Suprpto, MS.

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan, motivasi dan budaya organisasi terhadap kinerja pegawai yang di mediasi kepuasan kerja di Dinas Perhubungan Daerah Istimewa Yogyakarta. Sampel dalam penelitian ini berjumlah 107 orang pegawai negeri sipil dengan teknik penarikan metode penarikan sampel *proportional sampling*. Teknik analisis data dalam penelitian ini menggunakan analisis SEM. Berdasarkan hasil analisis menunjukkan bahwa: 1) Gaya kepemimpinan berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta; 2) Motivasi berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta; 3) Budaya organisasi berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta; 4) Gaya kepemimpinan berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta yang dimediasi oleh kepuasan kerja; 5) Motivasi berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta yang dimediasi oleh kepuasan kerja; 6) Budaya organisasi berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Daerah Istimewa Yogyakarta yang dimediasi oleh kepuasan kerja.

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

ABSTRACT

Aprinanto: Master Program of Management, Faculty of Economy and Business of Universitas Pembangunan Nasional "Veteran" Yogyakarta, June 09th, 2017. The effect of Leadership Style, Motivation and Organizational Culture on Employee Performance Mediating by Job Satisfaction (Survey on Employee of Transportation Department of Special Region of Yogyakarta). Supervisor I: Prof. Dr. Arief Subyantoro, MS. And Supervisor II: Dr. Haddy Suprpto, MS.

This study aims to analyze the effect of leadership style, motivation and organizational culture on the performance of employees mediating by job satisfaction in the Department of Transportation Yogyakarta Special Region. The sample in this study amounted to 107 civil servants with the technique of withdrawal sampling method proportional sampling. Data analysis techniques in this study using SEM analysis. Based on the analysis results show that: 1) leadership style positively affect the performance of employees in the Department of Transportation Special Region of Yogyakarta; 2) Motivation has a positive effect on the performance of employees in Yogyakarta Special Transportation Department; 3) Organizational culture has a positive effect on employee performance in Yogyakarta Special Department of Transportation; 4) Leadership style positively affects the performance of employees in the Department of Transportation Daerah Istimewa Yogyakarta mediated by job satisfaction; 5) Motivation has a positive effect on employee performance in Yogyakarta Special Region Transportation Department mediated by job satisfaction; 6) Organizational culture has a positive effect on the performance of employees in the Department of Transportation of Yogyakarta Special Region which is mediated by job satisfaction.

Keywords: Leadership Style, Motivation, Organizational Culture, Job Satisfaction, Employee Performance.