

## ABSTRAK

**SAPIANNA TANDILINTIN, 2023** “*Pengaruh Kepemimpinan Terhadap Kinerja Pegawai di Kantor Camat Basse Sangtempe Kabupaten Luwu*”. Skripsi Program Studi Manajemen Bisnis Syariah Institut Agama Negeri Palopo. Pembimbing Dr. H. M. Rasbi, S.E., M.M.

Skripsi ini membahas tentang Pengaruh Kepemimpinan Terhadap Kinerja Pegawai di Kantor Camat Basse Sangtempe Kabupaten Luwu. Penelitian ini bertujuan: Untuk mengetahui Pengaruh Kepemimpinan Terhadap Kinerja Pegawai di Kantor Camat Basse Sangtempe Kabupaten Luwu.

Jenis penelitian ini adalah penelitian kuantitatif untuk mengkaji Pengaruh Kepemimpinan Terhadap Kinerja Pegawai. Populasi dalam penelitian ini seluruh pegawai di Kantor Camat Basse Sangtempe Kabupaten Luwu dengan jumlah 24 Pegawai. Pengambilan sampel dilakukan dengan teknik *Sampling jenuh* semua populasi dalam penelitian ini dijadikan sampel. Data diperoleh melalui observasi, Kuesioner, dan dokumentasi. Selanjutnya, data penelitian ini diolah dengan analisis regresi berganda, uji t, uji F, dan uji koefisien determinasi.

Hasil dari penelitian ini menunjukkan bahwa variabel Kepemimpinan (X) indikator Mengambil Keputusan (X1) berpengaruh positif signifikan terhadap Kinerja Pegawai (Y). Motivasi (X2) tidak berpengaruh tapi signifikan terhadap Kinerja Pegawai (Y). Komunikasi (X3) tidak berpengaruh signifikan terhadap Kinerja Pegawai (Y). Mengendalikan Bawahan (X4) berpengaruh positif signifikan terhadap Kinerja Pegawai (Y). Tanggung Jawab (X5) berpengaruh positif signifikan terhadap Kinerja Pegawai (Y). Mengendalikan Emosi (X6) berpengaruh Positif dan signifikan terhadap Kinerja Pegawai (Y). Variabel Kepemimpinan dengan indikator Mengambil Keputusan (X1), Motivasi (X2), Komunikasi (X3), Mengendalikan Bawahan (X4), Tanggung Jawab (X5), dan Mengendalikan Emosi (X6) berpengaruh signifikan secara simultan terhadap Kinerja Pegawai (Y). Adapun kemampuan Variabel Kepemimpinan dengan indikator Mengambil Keputusan (X1), Motivasi (X2), Komunikasi (X3), Mengendalikan Bawahan (X4), Tanggung Jawab (X5), dan Mengendalikan Emosi (X6) dalam menjelaskan perubahan pada Kinerja Pegawai (Y) yaitu sebesar 99,4%. Adapun 0,6% dijelaskan oleh variabel lain yang tidak dimasukkan dalam penelitian.

**Kata Kunci:** Kepemimpinan, Kinerja, Pegawai

## ABSTRACT

**SAPIANNA TANDILINTIN, 2023** *"The Effect of Leadership on Employee Performance at the Basse Sangtempe Sub-District Office, Luwu Regency"*. Thesis Sharia Business Management Study Program Palopo State Religious Institute. Supervisor Dr. H. M. Rasbi, S.E., M.M.

This thesis discusses the effect of leadership on employee performance at the Basse Sangtempe sub-district office, Luwu Regency. This research aims: To determine the Effect of Leadership on Employee Performance at the Basse Sangtempe Sub-District Office, Luwu Regency.

This type of research is quantitative research to examine the effect of leadership on employee performance. The population in this study were all employees at the Basse Sangtempe Sub-District Office, Luwu Regency with a total of 24 employees. Sampling was done by saturated sampling technique and all the population in this study were sampled. Data obtained through observation, questionnaires, and documentation. Furthermore, this research data was obtained by multiple regression analysis, t test, F test, and coefficient of determination test.

The results of this study indicate that the variable Leadership (X) indicator Decision Making (X1) has a significant positive effect on Employee Performance (Y). Motivation (X2) has no effect but significant to Employee Performance (Y). Communication (X3) has no significant effect on Employee Performance (Y). Subordinate Control (X4) has a significant positive effect on Employee Performance (Y). Responsibility (X5) has a significant positive effect on Employee Performance (Y). Controlling Emotions (X6) has a positive and significant effect on Employee Performance (Y). Leadership variables with indicators of Decision Making (X1), Motivation (X2), Communication (X3), Controlling Subordinates (X4), Responsibility (X5), and Controlling Emotions (X6) have a significant effect simultaneously on Employee Performance (Y). The ability of Leadership Variables with indicators of Decision Making (X1), Motivation (X2), Communication (X3), Controlling Subordinates (X4), Responsibility (X5), and Controlling Emotions (X6) in explaining changes in Employee Performance (Y) is 99.4%. While the remaining 0,6% is explained by other variables not included in this study.

**Keywords:** Leadership, Performance, Employee