

**Pengaruh Gaya Kepemimpinan dan Disiplin Kerja Terhadap Kinerja
Karyawan Badan Kepegawaian dan Pengembangan Sumber Daya Manusia
(BKPSDM) Kabupaten Pangandaran**

ABSTRAK

Latar belakang penelitian didasari oleh permasalahan rendahnya disiplin kerja, kurangnya teladan pimpinan, serta menurunnya kinerja karyawan yang ditunjukkan oleh tingkat kehadiran di bawah target dan keterlambatan dalam penyelesaian pekerjaan. Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja karyawan di Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Pangandaran. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan asosiatif. Populasi penelitian adalah seluruh karyawan BKPSDM sebanyak 32 orang, dengan teknik sampling jenuh sehingga seluruh populasi dijadikan responden. Data dikumpulkan melalui kuesioner, observasi, dan dokumentasi, kemudian dianalisis menggunakan regresi linier berganda. Hasil ini diperoleh dari hasil uji Regresi linier berganda dimana $t\text{-hitung} (2,477 > 1,69913)$ $t\text{-tabel}$ dan nilai signifikansinya $0,019 < 0,10$. Nilai koefisien regresi variabel Gaya Kepemimpinan menunjukkan sebesar 0,358 artinya apabila variabel Gaya kepemimpinan mengalami peningkatan sebesar 1%, sedangkan variabel independen lainnya dianggap konstan maka variabel dependen yaitu kinerja karyawan akan mengalami peningkatan sebesar 0,358. Koefisien Gaya Kepemimpinan yang positif berarti semakin baik Gaya kepemimpinan maka semakin baik juga kinerja karyawan pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Pangandaran. Serta nilai koefisiensi sebesar 0,880 artinya hubungan Gaya Kepemimpinan dan kinerja karyawan “sangat kuat”. Temuan ini menegaskan pentingnya penerapan gaya kepemimpinan yang efektif dan peningkatan disiplin kerja untuk mengoptimalkan kinerja pegawai.

Kata kunci: Disiplin kerja, Gaya kepemimpinan, Kinerja karyawan.

The Influence of Leadership Style and Work Discipline on Employee Performance of the Pangandaran Regency Human Resources Development and Personnel Agency (BKPSDM)

ABSTRACT

The background of this research is based on issues such as low work discipline, a lack of exemplary leadership, and a decline in employee performance, as indicated by attendance rates falling below the target and delays in task completion. This study aims to determine the influence of leadership style and work discipline on employee performance at the Personnel and Human Resource Development Agency (BKPSDM) of Pangandaran Regency. This research employs a quantitative method with a descriptive and associative approach. The study population consists of all 32 employees of BKPSDM, with a saturated sampling technique in which the entire population is used as respondents. Data were collected through questionnaires, observations, and documentation, and were then analyzed using multiple linear regression. The results, obtained from the multiple linear regression test, show that the t-count value ($2.477 > 1.69913$) exceeds the t-table value, and the significance value of 0.019 is less than 0.10. The regression coefficient for the leadership style variable is 0.358, meaning that if the leadership style increases by 1%, while other independent variables remain constant, the dependent variable—employee performance—will increase by 0.358. The positive coefficient for leadership style indicates that the better the leadership style, the better the employee performance at BKPSDM Pangandaran Regency. Furthermore, the correlation coefficient of 0.880 indicates a “very strong” relationship between leadership style and employee performance. These findings underscore the importance of implementing effective leadership styles and improving work discipline in order to optimize employee performance.

Keywords: employee performance, leadership style, work discipline.