

ABSTRAK

Peranan Gaya Kepemimpinan Dalam Meningkatkan Kinerja Pegawai Di Pusat Pengembangan Sumber Daya Manusia Kementerian Dalam Negeri Regional Bandung

Reynaldi Septian Lesmana

Kinerja pegawai merupakan faktor penting dalam keberhasilan organisasi, khususnya di lingkungan pemerintahan seperti Pusat Pengembangan Sumber Daya Manusia (PPSDM) Kementerian Dalam Negeri Regional Bandung. Hasil pra-survei menunjukkan masih rendahnya kinerja pegawai, ditandai dengan kurangnya kepatuhan terhadap prosedur kerja, rendahnya disiplin waktu, dan lemahnya kerja sama tim. Berdasarkan permasalahan tersebut, penelitian ini merumuskan tiga pertanyaan utama: (1) Bagaimana gaya kepemimpinan di PPSDM Kemendagri Regional Bandung? (2) Bagaimana kinerja pegawai di PPSDM Kemendagri Regional Bandung? (3) Seberapa besar peranan gaya kepemimpinan dalam meningkatkan kinerja pegawai? Penelitian menggunakan pendekatan kualitatif ke kuantitatif dengan metode deskriptif verifikatif. Populasi berjumlah 60 pegawai yang seluruhnya dijadikan sampel melalui teknik total sampling. Data dikumpulkan melalui kuesioner yang telah diuji validitas dan reliabilitasnya, kemudian dianalisis menggunakan regresi linier sederhana, korelasi, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa gaya kepemimpinan memiliki peranan signifikan dalam meningkatkan kinerja pegawai, mencakup aspek kualitas, kuantitas, disiplin waktu, dan kerja sama. Temuan ini menegaskan bahwa penerapan gaya kepemimpinan yang tepat dapat menjadi strategi efektif untuk mengoptimalkan kinerja organisasi pemerintahan.

Kata kunci: gaya kepemimpinan, kinerja pegawai, manajemen sumber daya manusia, organisasi pemerintahan, PPSDM Kemendagri.

ABSTRACT

The Role of Leadership Style in Improving Employee Performance at the Human Resources Development Center of the Ministry of Home Affairs Bandung Region

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Employee performance is a crucial factor in the success of an organization, particularly within government institutions such as the Human Resources Development Center (PPSDM) of the Ministry of Home Affairs, Bandung Regional Office. Preliminary survey results indicated that employee performance remains low, as shown by the lack of compliance with work procedures, low punctuality, and weak teamwork. Based on these issues, this study formulated three main research questions: (1) What is the leadership style applied at PPSDM Ministry of Home Affairs Bandung Regional Office? (2) How is the employee performance at PPSDM Ministry of Home Affairs Bandung Regional Office? (3) To what extent does leadership style play a role in improving employee performance? This research employed a quantitative approach with a descriptive-verificative method. The population consisted of 60 employees, all of whom were included as respondents using a total sampling technique. Data were collected through questionnaires that had been tested for validity and reliability, and analyzed using simple linear regression, correlation, and coefficient of determination. The findings reveal that leadership style has a significant role in enhancing employee performance, including aspects of quality, quantity, punctuality, and teamwork. These results confirm that implementing an appropriate leadership style can serve as an effective strategy to optimize performance in governmental organizations.

Keywords: leadership style, employee performance, human resource management, governmental organization, PPSDM Ministry of Home Affairs.