

ABSTRAK

Novita Aliwu, Dinas Pendidikan Nasional Kabupaten Gorontalo, Jurusan Manajemen, 19 Juli 2013. Pengaruh Gaya Kepemimpinan Situasional Terhadap Motivasi Kerja . Pembimbing I: Drs. Maha Atma Kadji M.Si Pembimbing II: Drs. Rusli Isa, M.Si

Adapun tujuan utama penelitian ini yakni untuk menganalisis dan mendeskripsikan sejauh mana pengaruh antara Gaya Kepemimpinan Situasional terhadap Motivasi Kerja baik secara parsial maupun simultan. Populasi penelitian adalah seluruh pelanggan yang ada di lingkungan Dinas Pendidikan Nasional Kabupaten Gorontalo dan diambil sampel dengan menggunakan teknik *Purposive Sampling* dan *Accidental Sampling* yakni 35 orang dan analisis data penelitian menggunakan *Analisis Regresi Linier Sederhana*. Dan berdasarkan indikator penelitian yang mengambil teori oleh : Mc Kinsey & Company (2003:5) mengemukakan beberapa indikator Gaya Kepemimpinan Situasional anatara lain : “*Telling*” (memberitahukan) “*Selling*” (menjajakan) “*Participating*” (mengikutsertakan) “*Delegation*” (mendelegasikan). Sedangkan untuk variabel Motivasi Kerja mengacu pada pendapat yang dikemukakan oleh John Schemerhorn (2006:70) Motivasi Kerja memiliki indikator yaitu: “*valensi*”, “*harapan*”, dan “*instrumentalitas*”. Masing – masing indikator dari variable dependen dan independent diatas dibuat suatu pernyataan dalam bentuk kuesioner yang nantinya akan dibagikan kepada responden.

Hasil penelitian ini menunjukkan bahwa: Peningkatan Motivasi Kerja melalui Gaya Kepemimpinan Situasional pada Dinas Pendidikan Nasional Kabupaten Gorontalo secara simultan berpengaruh signifikan terhadap Motivasi Kerja ditunjukkan koefisien determinasi $r^2 = 0.692$ atau sebesar 69.2% dan sisanya 30.8% dipengaruhi oleh faktor lain, Peningkatan Motivasi Kerja melalui Gaya Kepemimpinan Situasional berpengaruh signifikan terhadap Motivasi Kerja ditunjukkan oleh ($t_{hitung} = 8,608$). Hal ini ditunjukkan oleh hasil regresi dimana nilai β 0,832 Hasil ini menunjukkan bahwa dengan memperhatikan Gaya Kepemimpinan Situasional maka akan meningkatkan Motivasi Kerja Dinas Pendidikan Nasional Kabupaten Gorontalo.

Kata Kunci : *Gaya Kepemimpinan Situasional dan Motivasi Kerja*

ABSTRACT

Novita Aliwu, Management Faculty Gorontalo district education offices nationwide, July 19 July 19th, 2013. The influence of situational leadership style for working motivation. Guidance 1: Drs. Maha Atma Kadji, M.Si Guidance 2: Drs. Rusli Isa, M.Si.

There is an urgent thing for research since to analyze and describe how long does the influence between situational leadership style for working motivation as well as partial or simultaneous. The population of research is the whole of customer which is being in Gorontalo district education office nationwide regency itself. Its sample was taken by used purposive sampling and accidental sampling technique. Such as 35 people and data analysis used to simple linear regression. Based on its research indicator which has stated thesis by : Mc Kiskey & Company (2003:5) stated some indicator of situational leadership style such as : (telling, setting, participating, delegation). While for the variable of working motivation refers to the opinion stated by John Schermerhorn (2006:70) the working motivation has indicator: (valensi, harapan, instrumentalitas). Between of indicator dependent and independent variable above is made by for a statement on questionnaire form and it would be divided into the respondents.

The result of research show that: the improving of work motivation by situational leadership style at Gorontalo district education offices nationwide as simultaneous has more significant for working motivation showed by coefficient determination $r^2 = 0.692$ or as big as 69.2% and the rest 30.8% influenced by any factors, the improving working motivation by situational leadership style is significant for working motivation is shown by ($t_{hitung} = 8,608$). This thing is shown by the result of regression where its value $\beta = 0,832$ this research shows that by remarked situational leadership way would be intensify for working motivation at Gorontalo district education offices nationwide.

Key words: Situational leadership way and work motivation