

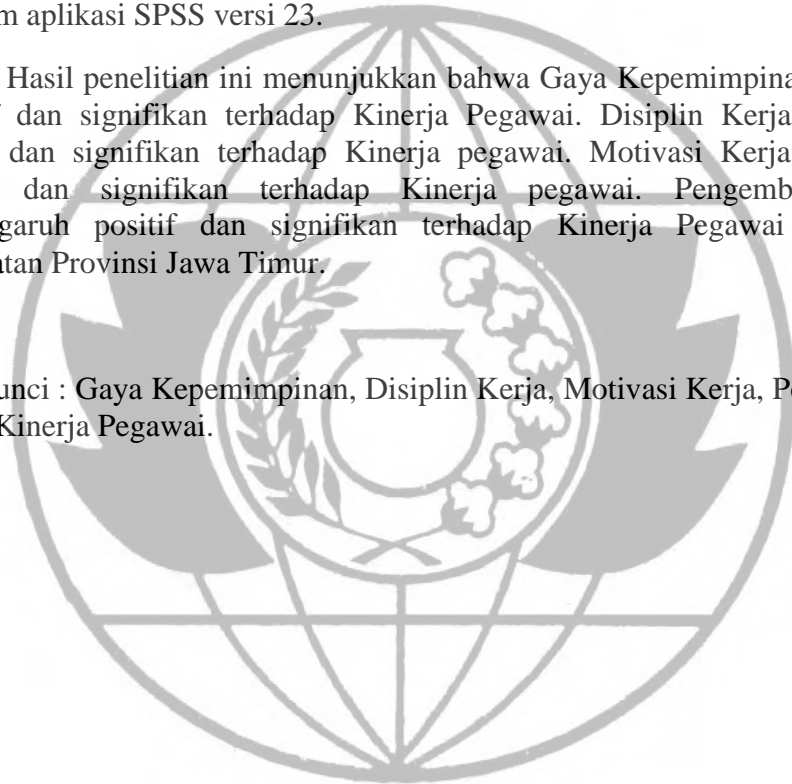
ABSTRAK

Penelitian ini bertujuan menguji dan menganalisa pengaruh Gaya Kepemimpinan, Disiplin Kerja, Motivasi Kerja dan Pengembangan Karir terhadap Kinerja Pegawai melalui Pegawai Negeri Sipil pada Dinas Kesehatan Provinsi Jawa Timur.

Jenis penelitian ini adalah kuantitatif dengan menggunakan data yang diperoleh dari Dinas Kesehatan Provinsi Jawa Timur sebagai objek penelitian. Populasi dalam penelitian dilakukan pada Pegawai Negeri Sipil Dinas Kesehatan Provinsi Jawa Timur. Sampel yang diambil sebanyak 72 responden. Teknik pengambilan sampel menggunakan simple random sampling. Data yang dikumpulkan menggunakan metode kuesioner. Alat uji analisis data dalam penelitian ini adalah analisis regresi linier berganda dengan menggunakan program aplikasi SPSS versi 23.

Hasil penelitian ini menunjukkan bahwa Gaya Kepemimpinan berpengaruh negatif dan signifikan terhadap Kinerja Pegawai. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja pegawai. Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja pegawai. Pengembangan Karir berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada Dinas Kesehatan Provinsi Jawa Timur.

Kata kunci : Gaya Kepemimpinan, Disiplin Kerja, Motivasi Kerja, Pengembangan Karir, Kinerja Pegawai.



ABSTRACT

This research aimed to examine and analyze the effect of leadership style, work discipline, work motivation, and career development on the employees' performance of Civil Servants at the Health Department East Java Province.

The research was quantitative with the data taken from Health Department East Java Province as the research object. The research population was conducted on the employees' performance of Civil servants at the Health Department East Java Province. Furthermore, the research sample took 72 respondents. Moreover, the sample collection technique used simple random sampling. The data was collected by questionnaire method. Moreover, the data analysis test instrument on this research used multiple linear regression with the application program SPSS 23 version.

The research result concluded that leadership style had a negative and significant effect on the employees' performance. Moreover, work discipline had a positive and significant effect on the employees' performance. Meanwhile, work motivation had a positive and significant effect on the employees' performance. In addition, career development had a positive and significant effect on the employees' performance of Civilservants at the Health Department East Java Province.

Keywords: *Leadership Style, Work Discipline, Work Motivation, Career Development, Employees' Performance.*



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