

ABSTRAK

Berdasarkan latar belakang ditemukan rumusan masalah sebagai berikut: 1) Adakah pengaruh yang positif dan signifikan antara kepemimpinan terhadap kinerja pegawai SATPAM non organik di Bank Indonesia Solo?. 2) Adakah pengaruh yang positif dan signifikan antara motivasi terhadap kinerja pegawai SATPAM non organik di Bank Indonesia Solo?. 3) Adakah pengaruh yang positif dan signifikan antara kepemimpinan dan motivasi terhadap kinerja pegawai SATPAM non organik di Bank Indonesia Solo?. Sehingga dalam rumusan masalah tersebut peneliti menarik hipotesis sebagai berikut: H_1 : Diduga kepemimpinan berpengaruh signifikan terhadap kinerja, H_2 : Diduga motivasi berpengaruh signifikan terhadap kinerja dan H_3 : Diduga kepemimpinan dan motivasi secara bersama-sama berpengaruh signifikan terhadap kinerja.

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh dari kepemimpinan dan motivasi terhadap kinerja pegawai satpam non organik di Bank Indonesia Solo. Metodologi yang digunakan dalam penelitian ini adalah metode analisis data kuantitatif dan pengujiannya dilakukan dengan model tata jenjang Spearman. Populasi yang digunakan adalah seluruh pegawai satpam non organik. Dalam penelitian ini diperoleh sampel sebanyak 37 orang. Berdasarkan hasil pengujian menggunakan korelasi tata jenjang Spearman (R_s) variabel kepemimpinan berpengaruh signifikan terhadap variabel kinerja dengan bukti perolehan angka signifikansi 0.004 yang lebih kecil dari 0,05. Tingkat keeratan hubungan antara variabel kepemimpinan dengan variabel kinerja adalah sedang. Berdasarkan hasil pengujian menggunakan korelasi tata jenjang Spearman (R_s) variabel motivasi tidak berpengaruh signifikan terhadap variabel kinerja dengan bukti perolehan angka signifikansi 0.060 yang lebih besar dari 0,05. Tingkat keeratan hubungan antara variabel kepemimpinan dengan variabel kinerja adalah lemah.

Saran dalam penelitian ini dibagi menjadi 3 yakni Kepada pegawai Bank Indonesia Solo diharapkan penelitian ini dapat membantu dalam meningkatkan factor kepemimpinan dan dorongan motivasi terhadap satpam yang bertugas di area lingkup Bank Indonesia Solo dan Rumah dinas milik Bank Indonesia. Yang kedua, Kepada anggota Satpam Bank Indonesia Solo diharapkan selalu meningkatkan kinerja saat pelaksanaan tugas pokok dan fungsi yang sudah diberikan. Dan yang ketiga, Kepada peneliti lanjutan, agar dapat dilakukan penelitian lanjutan dengan fokus yang berbeda seperti pengaruh timbal kesejahteraan terhadap kerja pegawai Bank Indonesia Solo. Sehingga didapat variasi objek penelitian sebagai studi pembandingan bagi Bank Indonesia Solo maupun instansi lain dalam rangka merangkai kinerja pegawai yang lebih kompeten dan berkelanjutan.

Kata kunci: kepemimpinan, motivasi, kinerja

ABSTRACT

Based on the background, the following problem formulations were found: 1) Is there a positive and significant influence between leadership on the performance of non-organic SATPAM employees at Bank Indonesia Solo? 2) Is there a positive and significant influence between motivation on the performance of non-organic SATPAM employees at Bank Indonesia Solo?. 3) Is there a positive and significant influence between leadership and motivation on the performance of non-organic SATPAM employees at Bank Indonesia Solo?. So that in the formulation of these problems the researcher draws the following hypothesis: H_1 : It is suspected that leadership has a significant effect on performance, H_2 : It is suspected that motivation has a significant effect on performance and H_3 : It is suspected that leadership and motivation together have a significant effect on performance.

The purpose of this study was to determine the effect of leadership and motivation on the performance of non-organic security guard employees at Bank Indonesia Solo. The methodology used in this research is quantitative data analysis method and the test is conducted with Spearman's level system model. The population used is all non-organic security employees. In this study, a sample of 37 people was obtained. Based on the test results using the Spearman level correlation (R_s), the leadership variable has a significant effect on the performance variable with evidence of the acquisition of a significance figure of 0.004 which is smaller than 0.05. The level of relationship between the leadership variable and the performance variable is moderate. Based on the test results using the Spearman level correlation (R_s), the motivation variable has no significant effect on the performance variable with evidence of the acquisition of a significance figure of 0.060 which is greater than 0.05. The level of relationship between leadership variables and performance variables is weak.

Suggestions in this study are divided into 3, namely to Bank Indonesia Solo employees, it is hoped that this research can help in improving leadership factors and encouraging motivation for security guards on duty in the scope of Bank Indonesia Solo and Bank Indonesia's official residence. Second, to members of the Bank Indonesia Solo security guard, it is hoped that they will always improve their performance when carrying out their main duties and functions that have been given. And third, to further researchers, so that further research can be carried out with a different focus such as the effect of lead welfare on the work of Bank Indonesia Solo employees. So that a variety of research objects are obtained as a comparative study for Bank Indonesia Solo and other agencies in order to assemble more competent and sustainable employee performance.

Keywords: leadership, motivation, performance