

# **PENGARUH GAYA KEPEMIMPINAN, BUDAYA KERJA DAN KOMPENSASI TERHADAP KINERJA PEGAWAI PADA BADAN PENGELOLAAN KEUANGAN DAN ASET DAERAH PROVINSI SUMATERA SELATAN**

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## **Abstrak**

Penelitian ini dilakukan untuk mengetahui dan menganalisis pengaruh Gaya Kepemimpinan, Budaya Kerja Dan Kompensasi Terhadap Kinerja Pegawai Pada Badan Pengelolaan Keuangan Dan Aset Daerah Provinsi Sumatera Selatan, secara parsial dan simultan. Pengukuran variabel dilakukan dengan kuesioner menggunakan scoring model Likert. Jumlah PNS untuk populasi sebanyak 110 orang dan pengambilan sampel menggunakan *Simple Random Sampling* sehingga didapat sampel penelitian sebanyak 80 responden.

Hasil analisis menunjukkan bahwa variabel Gaya Kepemimpinan berpengaruh signifikan terhadap Kinerja Pegawai dengan nilai  $t_{hitung} = 11,749 > \text{nilai } t_{tabel} = 1,991$ , variabel Budaya Kerja berpengaruh signifikan terhadap Kinerja Pegawai dengan nilai  $t_{hitung} = 7,699 > \text{nilai } t_{tabel} = 1,991$ , dan variabel Kompensasi berpengaruh signifikan terhadap Kinerja Pegawai dengan nilai  $t_{hitung} = 11,455 > \text{nilai } t_{tabel} = 1,991$ . Sedangkan variabel Gaya Kepemimpinan, Budaya Kerja dan Kompensasi secara bersama-sama terhadap variabel Kinerja Pegawai dengan nilai *Adjusted R square* sebesar 75,4%, dan  $F_{hitung} = 81,700 > F_{tabel} = 2,725$  dengan probabilitas =  $0,000 < 0,05$ , artinya variabel Gaya Kepemimpinan, Budaya Kerja dan Kompensasi secara bersama-sama berpengaruh signifikan terhadap Kinerja Pegawai Pada Badan Pengelolaan Keuangan Dan Aset Daerah Provinsi Sumatera Selatan.

**Kata Kunci :** Gaya Kepemimpinan, Budaya Kerja, Kompensasi dan Kinerja.

***EFFECT OF LEADERSHIP STYLE, CULTURAL WORK AND  
COMPENSATION TO THE PERFORMANCE OF EMPLOYEES  
ON FINANCIAL AND ASSET MANAGEMENT AGENCY  
REGION SOUTH SUMATRA***

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***Abstract***

*This study was conducted to determine and analyze the influence of Leadership Style, Work Culture And Compensation Against Employee Performance At the Finance and Assets Management Agency of South Sumatra Provincial, partial and simultaneous. Variable measurement is done by questionnaire using Likert scoring models. Number of civil servants for a population of 110 people and sampling using Simple Random Sampling thus obtained samples are 80 respondents.*

*Results of the analysis showed that the variables Leadership Style influential significant towards employee performance with a value of  $t_{table} = 11.749 > \text{value } t_{table} = 1.991$ , variable work culture significantly influence employee performance with a value of  $t_{table} = 7.699 > \text{value } t_{table} = 1.991$ , and variable compensation significant effect on employee performance with a value of  $t_{table} = 11.455 > \text{value } t_{table} = 1.991$ . While variable Leadership Style, Work Culture and Compensation together against variable Employee Performance with a value of Adjusted R Square amounted to 75.4%, and of  $F = 81.700 > F_{tabel} = 2,725$ ) with probability = 0.000 < 0.05, meaning that the variable Leadership Style , Work Culture and Compensation jointly significant effect on Employee Performance In Finance And Asset Management Agency Region South Sumatra Province.*

***Keywords:*** *Leadership Style, Work Culture, Compensation and Performance*