

ABSTRAKSI

Penelitian ini membahas tentang pengaruh gaya kepemimpinan, motivasi, dan lingkungan kerja terhadap prestasi kerja pada pegawai Kantor Kesekretariatan Pengurus Daerah Ikatan Bidan Indonesia Provinsi Jawa Timur. Jenis penelitian ini adalah *explanatory research* dengan pendekatan kausal komparatif. Populasi dalam penelitian ini adalah karyawan Kantor Kesekretariatan Pengurus Daerah Ikatan Bidan Indonesia Provinsi Jawa Timur di Surabaya yang berjumlah 33 orang. Teknik pengambilan sampel menggunakan metode *sensus*. Sampel dalam penelitian ini berjumlah 33 orang. Metode analisis penelitian ini menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Gaya kepemimpinan, motivasi, dan lingkungan kerja secara serempak berpengaruh signifikan terhadap prestasi kerja pegawai dengan kontribusi simultan sebesar 78,8%. (2) Gaya kepemimpinan secara parsial berpengaruh signifikan terhadap prestasi kerja pegawai dengan kontribusi parsial sebesar 23,2%. (3) Motivasi secara parsial berpengaruh signifikan terhadap prestasi kerja pegawai dengan kontribusi parsial sebesar 24,7%. (4) Lingkungan kerja secara parsial berpengaruh signifikan terhadap prestasi kerja pegawai dengan kontribusi parsial sebesar 34,1%. (5) Lingkungan kerja memiliki pengaruh dominan terhadap prestasi kerja pegawai.

Kata kunci : Gaya kepemimpinan, Motivasi, Lingkungan kerja, Prestasi kerja

ABSTRACT

This study discusses the influence of leadership style, motivation, and work environment on work performance among employees of the Office of the Secretariat of the Indonesian Midwives Association of East Java Province. This type of research is explanatory research with a comparative causal approach. The population in this study were employees of the Regional Office of the Indonesian Midwives Association in East Java Province in Surabaya, totaling 33 people. The sampling technique uses the census method. The sample in this study amounted to 33 people. The method of analysis of this study uses multiple linear regression analysis. The results of this study indicate that: (1) The leadership style, motivation, and work environment simultaneously have a significant effect on employee work performance with a simultaneous contribution of 78.8%. (2) The leadership style partially has a significant effect on employee work performance with a partial contribution of 23.2%. (3) Partial motivation has a significant effect on employee work performance with a partial contribution of 24.7%. (4) The work environment partially has a significant effect on employee work performance with a partial contribution of 34.1%. (5) The work environment has a dominant influence on employee work performance.

Keywords: Leadership style, Motivation, Work environment, Work achievement