

Hubungan antara kepemimpinan dan motivasi dengan kinerja pegawai Sekretariat Jenderal DPR RI. Studi kasus tentang kinerja pegawai Setjen DPR RI di lingkungan Biro Persidangan = Correlation between leadership and motivation with performance achieved by the official staff at the secretariat general of the house of representatives of the Republic of Indonesia. Case Study on performed by the house's staffs at the bureau of meeting

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Abstrak

Tak dapat dipungkiri bahwa keberadaan suatu organisasi adalah dalam rangka mewujudkan suatu tujuan. Tujuan organisasi akan dapat cepat diwujudkan apabila semua komponen dan sumber daya yang dimiliki dapat dipergunakan dengan efektif dan efisien.

Kinerja sebagai salah satu output dari sumber daya manusia yang berada dalam organisasi merupakan hal terpenting yang selalu harus diupayakan untuk ditingkatkan guna mencapai kinerja organisasi. Banyak faktor dapat mempengaruhi kinerja pegawai dalam melaksanakan pekerjaannya. Di antaranya adalah kepemimpinan dan motivasi.

Pemimpin dalam menjalankan fungsi kepemimpinannya mempunyai peranan yang sangat penting dalam memimpin, mengarahkan, membimbing, dan memberi teladan bagi pegawai dalam melaksanakan pekerjaannya, sehingga mereka dapat melaksanakannya dengan optimal sesuai harapan pimpinan khususnya dan organisasi umumnya. Motivasi yang merupakan kekuatan yang mendorong para pegawai untuk bekerja dengan baik, karena di balik dorongan tersebut terdapat hal-hal yang dianggap dapat memenuhi harapan dan kebutuhan pegawai.

Dalam penelitian ini, tujuan yang ingin dicapai adalah untuk mengetahui hubungan antara kepemimpinan dan motivasi dengan kinerja pegawai di lingkungan Setjen DPR RI khususnya pada Biro Persidangan. Metode Penelitian yang digunakan dalam penulisan ini adalah penelitian deskriptif kuantitatif.

Untuk mengukur kepemimpinan, Motivasi dan kinerja digunakan pendapat dari Bernad Bass, dkk , Frederick Herzberg dan Thomas S. Bateman. Kinerja pegawai dinilai melalui persepsi atasan langsung terhadap hasil kerja mereka dengan kriteria-kriteria yang dianggap relevan dengan kondisi dan lingkungan kerja. Kepemimpinan seorang atasan dinilai melalui persepsi bawahan mereka. Sedangkan motivasi pegawai dinilai melalui persepsi mereka terhadap pemenuhan hal-hal yang menjadi kebutuhan mereka di lingkungan pekerjaannya.

Populasi penelitian ini adalah pegawai Setjen DPR RI yang ditempatkan di lingkungan biro persidangan sebanyak 149 orang, dengan pengambilan data dilakukan atas dasar sampel 50 orang dengan teknik berstrata, proporsional dan random.

Data diambil dengan instrumen penelitian berupa daftar pertanyaan dengan didukung wawancara langsung dengan responden. Setelah dilakukan uji validitas dan reliabilitas data dengan korelasi split half method dan rumus Spearman Brown kemudian dilakukan analisis dengan teknik analisis korelasi product moment Pearson, korelasi berganda dan tabel Anova dari analisa regresi linear dengan last square method.

Dari kuestioner yang disebarakan kepada 65 responden, diambil 50 responden sesuai dengan jumlah pengambilan sampel yang ditetapkan yang mewakili populasi sejumlah 149 orang.

Dari data penelitian yang telah valid dan reliabel dilakukan analisis dengan hasil, bahwa :

1. Ada hubungan positif dan signifikan antara variabel kepemimpinan dengan kinerja, dengan nilai koefisien korelasi (r) sebesar : 0.950
2. Ada hubungan positif dan signifikan antara variabel motivasi dengan kinerja, dengan nilai koefisien korelasi (r) sebesar : 0.859
3. Ada hubungan positif dan signifikan antara variabel kepemimpinan dan motivasi dengan kinerja, dengan nilai koefisien korelasi (R<sup>2</sup>) sebesar : 0.948

Dengan demikian dapat disimpulkan bahwa hubungan antara variabel-variabel yang diteliti adalah sangat erat.

Adapun saran-saran yang disampaikan berhubungan dengan hasil penelitian yang diperoleh, antara lain :

(1) menekankan pentingnya faktor kepemimpinan dalam upaya peningkatan kapasitas sumber daya manusia pada sebuah instansi pemerintah, seperti Sekretariat Jenderal DPR RI. (2) dalam usaha peningkatan kinerja pegawai pada Sekretariat Jenderal DPR RI, maka perlu pula dipertimbangkan dan diperhatikan faktor-faktor yang akan membangkitkan motivasi kerja pegawai, seperti : (a) diadakannya sistim reward and punishment (b) kesempatan bagi para pegawai untuk terus meningkatkan kemampuan, ketrampilan maupun pengetahuannya (c) sistim pengembangan karir yang berpedoman pada sistim penilaian kinerja yang efektif pada intern organisasi (d) penciptaan lingkungan kerja yang kondusif dan sehat dengan membina rasa saling percaya dan transparansi (e) dilakukannya pengawasan langsung yang bersifat membina dan mengarahkan bukan menghakimi.

xvii + 126 halaman + 16 tabel + 3 gambar + 33 lampiran

Daftar pustaka : 34 + 1 artikel+ 6 Peraturan Perundang-undangan (Tahun 1979-2002).

<hr><i>the Bureau of Meeting) It is clear that an organization exists to achieve a goal. The objectives of an organization could be accomplished quickly on the condition that all components and the possessed resources are utilized effectively and efficiently.

Performance as an output of the resources possessed by an organization constitutes a significant aspect that should be upgrade aiming at achieving the performance of organization. Amount of factors may affect the works performed by the employees in carrying out their jobs. They are, among others, leadership and motivation.

A leader in executing his function of leadership plays a very important role necessarily to take the lead, to give directions, to guide and to pioneer the staffs in going through with their works, so that they can optimally their performance in conformity with the wishes of the leader, particularly, and ones of the organization, generally. Motivation constitutes a strength which motivates the staffs to have good performance, because there, behind the motivation, it exists many things believed to be able to realize the wishes and to fulfill the needs of the staffs.

The research intends to achieve a goal aiming at comprehending the correlation between leadership and motivation with performance achieved by the staffs of the House of Representatives particularly ones who are at the Bureau of meeting. The research method utilized by the research is quantitative descriptive research.

In measuring leadership, motivation and performance, the research applied the theories and opinions of DR Bernard Bass and his colleagues, Frederick Hersberg and Thomas S. Bateman and his colleagues. The performance achieved by a staff is appraised by the means of perception expressed by his direct supervisor to his achievement in accordance with the criteria's relevant to the situation and the working environment. Leadership of a supervisor is appraised by the means of perception expressed by his staffs. While motivation of the employees was appraised by the means of their perceptions to the fulfillment of what they need in the working site.

Population of the research was 149 House's staffs employed at the Bureau of session, and compiling the data was done by taking sample of 50 respondents and by applying the methods of random, proportional and layered technique.

The data was handled with care by using a research instrument of questionnaire Which was supported by direct interviews to the respondents. After having examined the validity and reliability of the data by application the split half method correlation and the formula of Spearman Brown, an analyze to the data was accomplished by using the correlation analysis technique of product moment Pearson, multiple correlation and Anova table derived from analyze of linear regression and last square method.

Based on the questionnaires disseminated to 65 respondents, 50 were taken in accordance with the due sampling representing the population of 149 staffs.

From the reliable and valid data, an analyze was carried out, and the results were as follows:

1. There was a significant and positive correlation between leadership with performance, with correlation coefficient value ( $r$ ) : 0.950
2. There was a significant and positive correlation between motivation with performance, with correlation coefficient value ( $r$ ) : 0.859
3. There was a significant and positive correlation between leadership and motivation with performance, with correlation coefficient value ( $R^2$ ) : 0.948

It is assumed that there are tight correlations between the variables analyzed in the research.

Some suggestions are proposed relating to the results reflected in the research, among others:

(1) to emphasize on the leadership as a significant factor in enhancing the capacity of the human resources possessed by governmental institutions, such as Secretariat General of the House. (2) in order to enhance the works performed by the House's employees, consideration and attention should be paid to several factors which can generate the motivation of staffs, such as below: (a) reward and punishment system should be implemented (b) any possible chance to improve their capacity, skills and knowledge should be provided (c) career development should be based on the appraisal to the effectiveness of performance at the intern of organization (d) a healthy and conducive working environment should be created by the means of transparency and confidence building (e) direct supervision should be applied aiming at to give guidance and direction, not to judge.

xvii + 126 pages + 16 tables + 3 pictures + 33 annexes

Bibliography: 34 + 1 article + 6 laws and regulations of 1979 - 2002