

THE EFFECT OF LEADERSHIP STYLE ON PERFORMANCE WITH WORK MOTIVATION AS INTERVENING VARIABLES IN THE DPRD SECRETARIAT BATANGHARI DISTRICT

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ABSTRACT

The purpose of this study is to analyze leadership style on performance with motivation as an intervening variable in the Secretariat of the DPRD Batanghari Regency. This study uses a quantitative research design, using path analysis, this study uses a total sample of 90, research data obtained from the results of the questionnaire. The results show that the effect of motivation on performance is 0.286 and is significant, meaning that motivation has a positive and significant effect on employee performance. From the results of statistical analysis using PLS (Partial Least Square), it can be concluded that leadership style has a positive and significant effect on the performance of the Batanghari Regency Council Secretariat employees with $p\text{-value} < 0.05$, which is 0.000. The mediation effect is determined by looking at the value of the indirect effect, from the results of the PLS analysis found that leadership style has a positive effect on employee performance through motivation with a significance of $0.008 < 0.050$. This, it is concluded that leadership style has a positive and significant effect on employee performance through motivation.

Keyword : Leadership Style, Performance, Motivation