

**PERAN KEPEMIMPINAN KOLABORATIF DALAM  
MEMODERASI PERILAKU DEMOTIVASI DAN INDISIPLINER  
TERHADAP KINERJAPEGAWAI PERGURUAN TINGGI SWASTA  
DI KOTA PALEMBANG PADA ERA *NEW NORMAL***

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**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh peran kepemimpinan kolaboratif dalam memoderasi perilaku demotivasi dan indiscipliner terhadap kinerja pegawai di perguruan tinggi swasta (PTS) di kota Palembang pada era new normal. Metode penelitian ini adalah metode kuantitatif dengan alat pengolah data menggunakan program SEM AMOS versi 26.0. Peneliti melakukan penyebaran kuisisioner di beberapa PTS di kota Palembang dengan status terakreditasi untuk menjawab pernyataan yang telah disiapkan. Subjek dalam penelitian ini adalah pegawai tetap serta dosen dengan tugas tambahan. Hasil analisis data menunjukkan bahwa kepemimpinan kolaboratif mampu memoderasi perilaku demotivasi dan indiscipliner serta berpengaruh signifikan terhadap kinerja pegawai PTS di kota Palembang pada era *new normal*. Novelty penelitian ini berupa Model Kinerja Pegawai Perguruan Tinggi Swastas di Kota Palembang pada Era New Normal yang dimoderasi oleh Kepemimpinan Kolaboratif terhadap perilaku Demotivasi dan Indiscipliner. Berdasarkan telaah pustaka yang telah dilakukan, belum ditemukan model seperti ini pada penelitian terdahulu sehingga novelty penelitian ini dinamakan Model Kinerja Pegawai Perguruan Tinggi Swastas di Kota Palembang pada Era New Normal yang dimoderasi oleh Kepemimpinan Kolaboratif terhadap perilaku Demotivasi dan Indiscipliner.

**Kata kunci: demotivasi, indidipliner, kinerja, kepemimpinan kolaboratif**

# **THE ROLE OF COLLABORATIVE LEADERSHIP IN MODERATING DEMOTIVATIONAL AND INDISCIPLINER BEHAVIOR TOWARDS PRIVATE HIGHER EDUCATION EMPLOYEE PERFORMANCE IN THE CITY OF PALEMBANG IN THE *NEW NORMAL* ERA**

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## **ABSTRACT**

This study aims to analysis the effect of the role of collaborative leadership in moderating demotivating and disciplinary behavior on employee performance at private tertiary institutions (PTS) in the city of Palembang in the new normal era. This research method is a quantitative method with data processing tools using the AMOS SEM program version 26.0. Researchers distributed questionnaires to several private universities in Palembang with accredited status to answer prepared statements. The subjects in this study were permanent employees and lecturers with additional assignments. The results of data analysis show that collaborative leadership is able to moderate demotivating and disciplinary behavior and has a significant effect on the performance of PTS employees in the city of Palembang in the new normal era. The novelty of this research is in the form of a Performance Model for Private Higher Education Employees in the City of Palembang in the New Normal Era which is moderated by Collaborative Leadership towards Demotivating and Indisciplinary behavior. Based on the literature review that has been done, no model like this has been found in previous research so that the novelty of this research is called the Employee Performance Model of Private Higher Education in the City of Palembang in the New Normal Era which is moderated by Collaborative Leadership on Demotivating and Indisciplinary behavior.

**Keywords: demotivation, indicipline, performance, collaborative leadership**