

ABSTRAK

Penelitian ditujukan untuk menguji pengaruh antara variabel kepemimpinan demokratik terhadap kinerja karyawan dan kedisiplinan sebagai variabel intervening pada PERUMDA Air Minum Tirta Mayang Kota Jambi. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan skala likert terhadap 76 karyawan PERUMDA Air Minum Tirta Mayang Kota Jambi. Pengujian data yang digunakan meliputi uji model pengukuran (*outer model*) dan uji model struktural (*inner model*) dengan menggunakan aplikasi SmartPls 4. Hasil penelitian menunjukkan bahwa kepemimpinan demokratik berpengaruh positif dan signifikan terhadap kinerja karyawan pada PERUMDA Air Minum Tirta Mayang Kota Jambi, kepemimpinan demokratik berpengaruh positif dan signifikan terhadap kedisiplinan pada PERUMDA Air Minum Tirta Mayang Kota Jambi, kedisiplinan berpengaruh positif dan signifikan terhadap kinerja karyawan pada PERUMDA Air Minum Tirta Mayang Kota Jambi, dan kepemimpinan demokratik berpengaruh secara positif dan signifikan terhadap kinerja karyawan melalui kedisiplinan pada PERUMDA Air Minum Tirta Mayang Kota Jambi. Oleh karena itu disarankan pada perusahaan dari aspek kepemimpinan perlu memperhatikan karyawannya, dari aspek kedisiplinan perlu adanya pengawasan terhadap karyawan, dari aspek kinerja perlu ditingkatkan.

Kata kunci: Kinerja karyawan, kepemimpinan demokratik, kedisiplinan

ABSTRACT

The study was aimed at examining the influence between democratic leadership variables on employee performance and discipline as intervening variables in PERUMDA Drinking Water Tirta Mayang Jambi City. Data collection was carried out by distributing questionnaires with a likert scale to 76 employees of PERUMDA Air Minum Tirta Mayang Jambi City. Testing data used includes measurement model tests (outer model) and structural model tests (inner model) using the SmartPls 4 application. The results showed that democratic leadership had a positive and significant effect on employee performance at PERUMDA Air Minum Tirta Mayang Jambi City, democratic leadership had a positive and significant effect on discipline at PERUMDA Air Minum Tirta Mayang Jambi City, discipline had a positive and significant effect on employee performance at PERUMDA Air Minum Tirta Mayang Jambi City, and democratic leadership had a positive and significant effect on employee performance through discipline at PERUMDA Air Minum Tirta Mayang Jambi City. Therefore, it is recommended that companies from the leadership aspect need to pay attention to their employees, from the disciplinary aspect there needs to be supervision of employees, from the performance aspect it needs to be improved.

Keyword: *Employee performance, democratic leadership, discipline*