

ABSTRAK

PENGARUH PERSEPSI GAYA KEPEMIMPINAN *DIRECTIVE LEADERS* DAN *ACHIEVEMENT-ORIENTED LEADERS* TERHADAP MOTIVASI KERJA KARYAWAN PT. AGROTAMA JAYA ABADI GRUP

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Setiap Perusahaan secara umum mengharapkan setiap karyawannya memiliki motivasi yang baik dalam bekerja guna mencapai target-target serta harmonisnya hubungan antara divisi, rekanan kerja, dan hubungan antara atasan dengan karyawannya termasuk di PT. Agrotama Jaya Abadi Grup. Kondisi ini akan terbentuk sesuai dengan bagaimana persepsi akan gaya kepemimpinan seorang atasan dipersepsikan oleh bawahannya. Tujuan penelitian ini ialah guna mengetahui pengaruh persepsi gaya kepemimpinan *directive leaders* dan *achievement-oriented leaders* terhadap motivasi kerja karyawan PT. Agrotama Jaya Abadi Grup. Metode penelitian ini merupakan penelitian kuantitatif kausal komparatif. Teknik sampling yang digunakan adalah sampling jenuh. Dengan sampel 90 karyawan PT. Agrotama Jaya Abadi Grup. Alat ukur yang digunakan adalah skala gaya kepemimpinan *directive leaders* dengan reliabilitas (α) 0,870 dengan 12 aitem valid, skala *achievement-oriented leaders* dengan reliabilitas (α) 0,851 dengan 13 aitem valid, dan skala motivasi kerja dengan reliabilitas (α) 0,943 dengan 33 aitem valid. Hasil uji regresi linear berganda diketahui bahwa tidak terdapat pengaruh signifikan gaya kepemimpinan *directive leaders* terhadap motivasi kerja dengan nilai Sig (p) $0,099 > 0,05$ dan terdapat pengaruh signifikan gaya kepemimpinan *achievement-oriented leaders* terhadap motivasi kerja dengan nilai Sig. (p) $0,030 < 0,05$. Sehingga terdapat persamaan regresi $Y = a + 54,895 + 0,551X_1 + 0,700X_2 + e$, dimana setiap terdapat penambahan 1 point dari variabel gaya kepemimpinan *achievement-oriented leaders* maka nilai dependent variabel motivasi kerja bertambah sebesar 0,700. Karyawan yang mempersepsikan atasannya memiliki gaya kepemimpinan *achievement-oriented leaders* lebih banyak dibandingkan dengan yang mempersepsikan atasannya memiliki gaya kepemimpinan *directive leaders*. Gaya kepemimpinan *achievement-oriented leaders* lebih dominan mempengaruhi motivasi kerja karyawan dibandingkan gaya kepemimpinana *directive leaders*. Berdasarkan hasil kategorisasi motivasi kerja didapatkan hasil lebih banyak karyawan dengan motivasi kerja yang tinggi yaitu sebesar 53,3%.

Kata kunci : *Achievement-Oriented Leaders*, *Directive Leaders*, Gaya Kepemimpinan, Karyawan, Motivasi Kerja

ABSTRACT

*Employees Perception Of Directive Leaders And Achievement-Oriented Leaders
Style On Employee Motivation Of PT. Agrotama Jaya Abadi Group*

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Every company generally expects every employee to have good motivation in working in order to achieve targets as well as harmonious relations between divisions, work partners, and the relationship between superiors and employees, including at PT. Agrotama Jaya Abadi Group. This condition will be formed according to how the perception of a superior's leadership style is perceived by his subordinates. The purpose of this study was to determine the effect of the perceived leadership style of directive leaders and achievement-oriented leaders on the work motivation of employees of PT. Agrotama Jaya Abadi Group. This research method is a comparative causal quantitative research. The sampling technique used is saturated sampling. With a sample of 90 employees of PT. Agrotama Jaya Abadi Group. The measuring instrument used is the directive leaders leadership style scale with reliability (α) 0.870 with 12 valid items, achievement-oriented leaders scale with reliability (α) 0.851 with 13 valid items, and work motivation scale with reliability (α) 0.943 with 33 items. valid. The results of the multiple linear regression test showed that there was no significant effect of directive leaders' leadership style on work motivation with a value of Sig (p) $0.099 > 0.05$ and there was a significant influence of achievement-oriented leaders' leadership style on work motivation with a value of Sig. (p) $0.030 < 0.05$. So that there is a regression equation $Y = a + 54.895 + 0.551X_1 + 0.700X_2 + e$, where every time there is an addition of 1 point from the achievement-oriented leaders leadership style variable, the value of the dependent variable work motivation increases by 0.700. Employees who perceive their superiors as having a leadership style of achievement-oriented leaders are more likely than those who perceive their superiors to have a leadership style of directive leaders. The leadership style of achievement-oriented leaders is more dominant in influencing employee work motivation than the leadership style of directive leaders. Based on the results of the categorization of work motivation, it was found that more employees with high work motivation were 53.3%.

Keywords: Achievement-Oriented Leaders, Employees, Directive Leaders, Leadership Style, Work Motivation