

ABSTRACT

HAIROMAN : TM / NIM 2016/16208035, Influence of incentives, Leadership Style, and Work Motivation on the Performance of Office Staff of the Ministry of Religion in Kerinci Regency.

This study aims to reveal the Effect of Incentives, Leadership Style, and Work Motivation on the Performance of the Ministry of Religion Office Staff in Kerinci Regency. This study uses quantitative methods. The population of this study was all employees in the Office of the Ministry of Religion of Kerinci Regency. Respondents in this study amounted to 95 people. Data collection techniques in this study used cluster sampling techniques. Data was collected through questionnaires that had been tested for validity and reliability in advance both content and empirical test items in the field. The data analysis technique used is path analysis. The results of this study have proven that there is a direct effect of incentives on work motivation; there is a direct influence of leadership style on work motivation; there is a direct effect of incentives on employee performance; there is a direct influence of leadership style on employee performance; there is a direct effect of work motivation on employee performance; there is an indirect effect of incentives on employee performance through work motivation and; there is an indirect influence of Leadership Style on the performance of the Office of the Ministry of Religion of Kerinci through employee motivation.

Keywords : Incentives, Leadership Style, Work Motivation, Performance.

ABSTRAK

HAIROMAN : TM / NIM 2016/16208035, Pengaruh Insentif, Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Kementerian Agama Kabupaten Kerinci.

Penelitian ini bertujuan untuk mengungkap Pengaruh Insentif, Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Kementerian Agama Kabupaten Kerinci. Penelitian ini menggunakan metode kuantitatif. Populasi penelitian ini adalah seluruh pegawai yang ada Kantor Kementerian Agama Kabupaten Kerinci. Responden dalam penelitian ini berjumlah 95 orang. Teknik pengumpulan data dalam penelitian ini menggunakan teknik *cluster sampling*. Data dikumpulkan melalui angket yang telah diuji validitas dan reliabilitasnya terlebih dahulu baik konten maupun uji empirik item di lapangan. Teknik analisis data yang digunakan adalah path analisis. Hasil penelitian ini telah membuktikan bahwa terdapat pengaruh langsung insentif terhadap motivasi kerja; terdapat pengaruh langsung gaya kepemimpinan terhadap motivasi kerja; terdapat pengaruh langsung insentif terhadap kinerja pegawai; terdapat pengaruh langsung gaya kepemimpinan terhadap kinerja pegawai; terdapat pengaruh langsung motivasi kerja terhadap kinerja pegawai; terdapat pengaruh tidak langsung insentif terhadap kinerja pegawai melalui motivasi kerja dan ;terdapat pengaruh tidak langsung Gaya Kepemimpinan terhadap kinerja Kantor Kementerian Agama Kabupaten Kerinci melalui motivasi kerja pegawai.

Kata Kunci : Insentif, Gaya Kepemimpinan, Motivasi Kerja, Kinerja.