

RINGKASAN

Penelitian ini dilatarbelakangi oleh kinerja pegawai di Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Banyumas yang dirasa masih kurang maksimal. Hal ini dibuktikan permasalahan belum optimalnya kesadaran menghadapi bencana dan juga adanya gaya kepemimpinan dan fasilitas kerja yang masih kurang optimal. Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis besarnya pengaruh gaya kepemimpinan dan fasilitas kerja terhadap kinerja pegawai di BPBD Kabupaten Banyumas.

Penelitian ini menggunakan metode kuantitatif asosiatif dengan Teknik pengumpulan data melalui kuesioner dan dokumentasi. Metode analisis yang digunakan memakai perhitungan statistic Korelasi Kendall Tau-b, Koefisien Konkordansi Kendall W dan Regresi Ordinal, dengan sasaran penelitian seluruh pegawai BPBD Kabupaten Banyumas meliputi Pegawai Negeri Sipil (PNS) dan Non PNS sebanyak 93 orang.

Berdasarkan hasil analisis secara kuantitatif dalam penelitian ini dapat dijelaskan sebagai berikut: (1) Terdapat pengaruh yang signifikan antara gaya kepemimpinan terhadap kinerja pegawai sebesar 44,0 persen. (2) Terdapat pengaruh yang signifikan antara fasilitas kerja terhadap kinerja pegawai sebesar 39,7 persen. (3) Terdapat pengaruh yang signifikan antara gaya kepemimpinan dan fasilitas kerja terhadap kinerja pegawai sebesar 63,7 persen. Selain itu, hasil analisis yang dilakukan kepada 93 responden menjelaskan bahwa gaya kepemimpinan, fasilitas kerja dan kinerja pegawai BPBD Kabupaten Banyumas masuk ke dalam kategori sedang. Artinya bahwa gaya kepemimpinan, fasilitas kerja dan kinerja pegawai masih perlu ditingkatkan. Peningkatan gaya kepemimpinan dapat melalui pelatihan kepada pimpinan. Peningkatan fasilitas kerja dapat melalui pengajuan penambahan jumlah fasilitas ke Badan Nasional Penanggulangan Bencana (BNPB). Maka, dengan meningkatnya gaya kepemimpinan dan fasilitas kerja akan dapat meningkatkan kinerja pegawai di Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Banyumas.

Kata Kunci: gaya kepemimpinan, fasilitas kerja, gaya kepemimpinan

SUMMARY

This research is motivated by the performance of employees at the Regional Disaster Management Agency (BPBD) of Banyumas Regency which is still not optimal. This is evidenced by the problem of not optimal awareness of dealing with disasters and also the existence of a leadership style and work facilities that are still not optimal. The purpose of this study was to determine and analyze the influence of leadership style and work facilities on employee performance at BPBD Banyumas Regency. This study uses quantitative associative methods with data collection techniques through questionnaires and documentation.

The analytical method used is the statistical calculation of the Kendall Tau-b Correlation, Kendall W Concordance Coefficient and Ordinal Regression, with the research target of all BPBD employees in Banyumas Regency including Civil Servants (PNS) and Non-PNS as many as 93 people.

Based on the results of the quantitative analysis in this study, it can be explained as follows: (1) There is a significant influence between leadership style on employee performance by 44.0 percent. (2) There is a significant effect between work facilities on employee performance by 39.7 percent. (3) There is a significant influence between leadership style and work facilities on employee performance by 63.7 percent. In addition, the results of the analysis conducted on 93 respondents explained that the leadership style, work facilities and performance of BPBD Banyumas Regency employees were in the medium category. This means that the leadership style, work facilities and employee performance still need to be improved. Improved leadership style can be through training to leaders. The increase in work facilities can be done by submitting an additional number of facilities to the National Disaster Management Agency (BNPB). So, by increasing the leadership style and work facilities, it will be able to improve the performance of employees at the Regional Disaster Management Agency (BPBD) of Banyumas Regency.

Keywords: Leadership style, employee performance, work facilities