

RINGKASAN

Penelitian ini berjudul “**Pengaruh Gaya Kepemimpinan Demokratis dan Motivasi Kerja terhadap Kinerja Pegawai di Kantor Imigrasi Kelas II Cirebon**”. Permasalahan utama adalah kinerja pegawai di Kantor Imigrasi Kelas II Cirebon yang akan dipengaruhi oleh Gaya Kepemimpinan Demokratis dan Motivasi Kerja.

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis besarnya pengaruh Gaya Kepemimpinan Demokratis dan Motivasi Kerja terhadap Kinerja Pegawai di Kantor Imigrasi Kelas II Cirebon. Penelitian ini menggunakan metode penelitian kuantitatif dengan pendekatan metode survey, dengan teknik pengumpulan data melalui kuesioner dan dokumentasi. Metode analisis yang digunakan menggunakan perhitungan statistik Distribusi Frekuensi, Korelasi *Product Moment*, Korelasi Ganda/*Multiple Correlation*, Korelasi Parsial, dan Regresi Ganda, dengan sasaran penelitian pegawai di Kantor Imigrasi Kelas II Cirebon sebanyak 43 pegawai.

Berdasarkan hasil analisis secara kuantitatif dalam penelitian ini dapat dijelaskan sebagai berikut: (1) Terdapat pengaruh yang signifikan antara Gaya Kepemimpinan Demokratis terhadap Kinerja Pegawai sebesar 0,435; (2) Terdapat pengaruh yang signifikan antara Motivasi Kerja terhadap Kinerja Pegawai sebesar 0,634; (3) Terdapat pengaruh yang signifikan antara Gaya Kepemimpinan Demokratis dan Motivasi Kerja terhadap Kinerja Pegawai dengan R square sebesar 0,456 atau 45,6% disebabkan oleh variabel tersebut dan sisanya 54,4% disebabkan variabel lainnya. Oleh karenanya keseluruhan hipotesis penelitian dapat diterima.

Kata Kunci: Gaya Kepemimpinan Demokratis, Motivasi Kerja dan Kinerja Pegawai

SUMMARY

This research entitled "**The Influence of Democratic Leadership Style and Work Motivation on Employee Performance at Class II Cirebon Immigration Office**". The main problem is the performance of employees at the Cirebon Second Class Immigration Office who will be influenced by the Democratic Leadership Style and Work Motivation.

The purpose of this research is to know and analyze the influence of Democratic Leadership Style and Work Motivation on Employee Performance in Class II Cirebon Immigration Office. This research uses quantitative research method with survey method approach, with data collection technique through questioner and documentation. The analytical method used is statistical calculation of Frequency Distribution, Product Moment Correlation, Multiple Correlation, Partial Correlation, and Double Regression, with the objective of employee research at Class II Cirebon Immigration Office as many as 43 employees.

Based on the results of quantitative analysis in this study can be explained as follows: (1) There is a significant influence between Democratic Leadership Style on Employee Performance of 0.435; (2) There is a significant influence between Work Motivation on Employee Performance of 0.634; (3) There is significant influence between Democratic Leadership Style and Work Motivation on Employee Performance with R square equal to 0,456 or 45,6% caused by the variable and the rest 54,4% caused by other variable. Therefore the whole research hypothesis is acceptable.

Keywords: Democratic Leadership Style, Work Motivation and Employee Performance