

## **ABSTRACT**

### **THE INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEE JOB SATISFACTION IN PLANNING AND REGIONAL DEVELOPMENT AGENCY (Bappeda) Bandarlampung**

By

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Leadership is a very important factor in an organization. Without good leadership, will be very difficult for an organization to achieve success. Leadership has a crucial role in determining job satisfaction from an agency employee. A leader has to create an atmosphere that can increase employee job satisfaction. A leader has to always have personal ties with employees and always pay attention to the welfare of employees. Problems faced by Bappeda city of Bandar Lampung is the leader is less to be fair to all employees.

The purpose of this research is to know how big influence of leadership style on job satisfaction perceived by employees

Bappeda city of Bandar Lampung. The hypothesis is a style of leadership has a significant influence on employee job satisfaction Bappeda city of Bandar Lampung. Data obtained from questionnaires distributed to 59 respondents in Bappeda officials Bandar Lampung.

Quantitative analysis tool used is a simple regression analysis with SPSS Version program 13. The results of simple regression analysis of the effect of work pressure on staff performance in Bandar Lampung Bappeda is  $Y = 25.061 + 0.647 X$ . Retrieved values - values as follows:  $R^2 = 0.508$  and  $R = 0,712$ . Large contribution of independent variables (leadership style) to

dependent variables (Job Satisfaction Employee) can be known based on the value of coefficient of determination ( $R^2$ ), that is equal to 0.508. This means that the working pressure variables affect the performance of employees by 51% and the rest 49% influenced by other independent variables that are not identified in this study, while the correlation of interpersonal relationships and a very strong employee performance that is equal to 71%. Hypothesis testing using t-test to measure the independent variables affect the dependent variable. Based on the calculation results obtained  $t_{count} = 7.666 > t_{table} = 1.671$ , which means that  $H_0$  refused and  $H_a$  is received with 95% confidence level.

Bandarlampung Bappeda leader needs to improve fairness to all employees, in order to maintain their job satisfaction so that employees can produce a good performance. Employees who are satisfied with his work will improve employee performance, employee motivation, increase employee morale, and enhance employee views so that the accumulation of all produce employees who feel at home in the office and far from absent.