

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI PADA SAAT PANDEMI *COVID-19* (STUDI DI DINAS KESEHATAN KOTA METRO)

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Penelitian ini bertujuan untuk mengetahui apakah gaya kepemimpinan dan budaya organisasi memiliki pengaruh secara simultan dan parsial terhadap kinerja pegawai pada saat pandemi *covid-19* di Dinas Kesehatan Kota Metro. Penelitian ini menggunakan metode kuantitatif dengan jumlah sampel sebanyak 60 responden. Responden yang ditentukan adalah seluruh pegawai di Dinas Kesehatan kota Metro periode Juni tahun 2022, termasuk pegawai ASN dan pegawai kontrak. Penentuan sampel menggunakan sensus. Teknik pengumpulan data dengan memberikan kuesioner tertutup kepada responden. Dalam membuktikan dan menganalisis hal tersebut, maka dilakukan uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, serta uji f (simultan) dan uji t (parsial). Hasil pengujian menunjukkan bahwa gaya kepemimpinan berpengaruh terhadap kinerja pegawai di Dinas Kesehatan Kota Metro. Hasil dalam penelitian ini arah pengaruh dari gaya kepemimpinan terhadap kinerja pegawai yaitu negatif. Dan budaya organisasi menunjukkan hasil berpengaruh secara positif terhadap kinerja pegawai di Dinas Kesehatan Kota Metro. Ketika di uji secara simultan penelitian yang dihasilkan adalah gaya kepemimpinan dan budaya organisasi secara simultan mempunyai pengaruh yang positif terhadap kinerja pegawai pada saat pandemi *covid-19* di Dinas Kesehatan Kota Metro.

Kata kunci : *gaya kepemimpinan, budaya organisasi, kinerja pegawai*

ABSTRACT

THE INFLUENCE OF LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE DURING THE COVID-19 PANDEMIC (STUDY IN METRO HEALTH DEPARTMENT)

By

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This research aims to find out whether leadership style and organizational culture have a simultaneous and partial influence on employee performance during the covid-19 pandemic at the Metro City Health Departement. This research uses quantitative methods with a sample size of 60 respondents. The respondents determined were all employees at the Metro City Health Departement for the period June 2022, including ASN employees and contract employees. Determination of the sample using the census. Data collection technique by giving closed questionnaires to respondents. In proving and analyzing this research, a validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, as well as the f test (simultaneous) and t test (partial) were carried out. The test results show that leadership style influences employee performance at the Metro City Health Departement. The results in this research show that the direction of influence of leadership style on employee performance is negative. And organizational culture shows results that have a positive influence on employee performance at the Metro City Health Departement. When tested simultaneously, the resulting research was that leadership style and organizational culture simultaneously had a positive influence on employee performance during the covid-19 pandemic at the Metro City Health Departement.

Keywords : leadership style, organizational culture, employee performance.