

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh *Delegative Leadership Style*, *Work Discipline* dan *Job Satisfaction* Terhadap Kinerja Pegawai Puskesmas Mon Geudong Kota Lhokseumawe.

Penelitian ini bertujuan untuk menguji sejauh mana pengaruh langsung *Delegative Leadership Style*, *Work Discipline* dan *Job Satisfaction* Terhadap Kinerja Pegawai Puskesmas Mon Geudong Kota Lhokseumawe. Tujuan penelitian ini adalah untuk mengetahui tingkat *Delegative Leadership Style*, *Work Discipline* dan *Job Satisfaction* Terhadap Kinerja Pegawai. Jumlah sampel 62 responden, Teknik pengambilan sampel menggunakan *Propotioned Random Sampling*. Adapun variabel dalam penelitian ini yaitu variabel dependen dan independen. Untuk variabel dependen adalah Kinerja Pegawai (Y), dan variabel independen adalah *Delegative Leadership Style* (X1), *Work Discipline* (X2), dan *Job Satisfaction* (X3). Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dan metode analisisnya menggunakan metode regresi linear berganda. Sedangkan untuk olah data menggunakan program SPSS 25. *Delegative leadership style* berpengaruh positif dan signifikan terhadap kinerja pegawai, *work discipline* berpengaruh positif dan signifikan terhadap kinerja pegawai, dan *job satisfaction* berpengaruh positif dan signifikan terhadap kinerja pegawai. Dari hasil penelitian ini menunjukkan bahwa *Delegative Leadership Style*, *Work Discipline* dan *Job Satisfaction* berpengaruh secara parsial terhadap Kinerja Pegawai Puskesmas Mon Geudong Kota Lhokseumawe.

Kata Kunci : Gaya Kepemimpinan Delegatif, Disiplin Kerja, Kepuasan Kerja, dan Kinerja Pegawai

ABSTRACT

Name : Mona Sahara

Program Study: Management

Title : The Influence of Delegative Leadership Style, Work Discipline and Job Satisfaction on the Performance of Mon Geudong Community Health Center Employees, Lhokseumawe City.

This research aims to examine the extent of the direct influence of Delegative Leadership Style, Work Discipline and Job Satisfaction on the Performance of Mon Geudong Community Health Center Employees, Lhokseumawe City. The aim of this research is to determine the level of Delegative Leadership Style, Work Discipline and Job Satisfaction on the Performance of Mon Geudong Health Center Employees, Lhokseumawe City. The total sample was 62 respondents. The sampling technique used Proportioned Random Sampling. The variables in this research are dependent and independent variables. The dependent variables is Employee Performance (Y), and the independent variables are Delegative Leadership Style (X1), Work Discipline (X2), and Job Satisfaction (X3). The method used in this research is a quantitative method and the analysis method uses the multiple linear regression method. Meanwhile, data processing uses the SPSS 25 program. Delegative leadership style has a positive and significant effect on the performance of employees at the Mon Geudong Community Health Center, Lhokseumawe City, work discipline has a positive and significant impact on the performance of employees at the Mon Geudong Community Health Center, Lhokseumawe City, and job satisfaction has a positive and significant impact on employee performance. Mon Geudong Community Health Center, Lhokseumawe City. The results of this research indicate that Delegative Leadership Style, Work Discipline and Job Satisfaction partially influence the performance of Mon Geudong Community Health Center employees, Lhokseumawe City.

Keywords : *Delegative Leadership Style, Work Discipline, Job Satisfaction, and Employee Performance.*