

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Gaya Kepemimpinan Transformasional dan Komitmen Organisasi terhadap Kepuasan Kerja Pegawai Kantor Kecamatan Paya Bakong. Metode analisis data yang di gunakan yaitu analisis regresi linier berganda. Responden yang digunakan dalam penelitian ini yaitu berjumlah 37 orang. Pengujian hipotesis menggunakan uji parsial dan uji simultan. Hasil penelitian variabel Secara parsial Gaya Kepemimpinan Transformasional berpengaruh terhadap Kepuasan Kerja Pegawai Pada Kantor Kecamatan Paya Bakong, Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai Pada Kantor Kecamatan Paya Bakong. Secara simultan Gaya Kepemimpinan Transformasional dan Komitmen organisasi berpengaruh terhadap Kepuasan Kerja Pegawai Pada Kantor Kecamatan Paya Bakong. Bagi Kantor Camat di harapkan mampu meningkatkan pelayanan kepada masyarakat melalui gaya kepemimpinan yang di gunakan serta adanya komitmen organisasi.

Kata Kunci: Gaya Kepemimpinan Transformasional, Komitmen Organisasi terhadap Kepuasan Kerja

ABSTRACT

This research conducted to analyze the influence of Work-family conflict, Role Conflict, and Role Ambiguity on the independence commitment of Auditor at Inspectorate of Lhokseumawe and North Aceh Regency. The method of data analysis was multiple linear regression. There were 42 respondents used in this research. The hypothesis was tested by using partial and simultaneous test. The result partially indicated that Work-family Conflict influence negatively ad significantly on the independence commitment of Auditor at the inspectorate of Lhokseumawe city and North Aceh Regency, Role Conflict influenced positively and significantly on the independence commitment of Auditor at the inspectorate of Lhokseumawe city and North Aceh Regency, and Role Ambiguity influenced negatively and significantly on the independence commitment of Auditor at the inspectorate of Lhokseumawe city ad North Aceh regency. Simultaneously, Work- Family Conflict, Role conflict, and role ambiguity influenced negatively and significantly on the independence commitment of auditor at the inspectorate of Lhokseumawe city and North Aceh Regency.

Keywords: *Work-Family Conflict, Role Conflict, Role Ambiguity, Independence Commitment of Auditor*