

## ABSTRAK

Penelitian ini akan meneliti apakah gaya kepemimpinan, kompensasi dan motivasi kerja akan meningkatkan kinerja karyawan baik secara parsial maupun berganda. Pertanyaan penelitian bagaimana pengaruh gaya kepemimpinan dan kompensasi terhadap motivasi kerja karyawan, bagaimana pengaruh gaya kepemimpinan kompensasi terhadap kinerja karyawan dan bagaimana pengaruh gaya kepemimpinan dan kompensasi terhadap kinerja karyawan melalui motivasi kerja sebagai variabel *intervening*. penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan, kompensasi terhadap motivasi kerja karyawan, menganalisis pengaruh gaya kepemimpinan, kompensasi dan motivasi kerja terhadap kinerja karyawan serta menganalisis pengaruh gaya kepemimpinan kompensasi terhadap kinerja karyawan melalui motivasi kerja sebagai variabel *intervening*. Hipotesis penelitian gaya kepemimpinan, kompensasi dan motivasi kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan. Serta gaya kepemimpinan, kompensasi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan dengan motivasi kerja sebagai variabel *intervening*. Populasi penelitian ini adalah seluruh karyawan KSPPS BMT Bina Ummat Sejahtera Kantor Cabang Pusat Lasem Kabupaten Rembang sebanyak 172 orang. Sampel penelitian ini adalah karyawan di Kantor Cabang Pusat KSPPS BMT Bina Ummat Sejahtera Lasem sebanyak 132 orang. Analisis data dalam penelitian menggunakan program Struktural Equation Modelling (SEM) yang dioperasikan melalui AMOS yang sudah sering digunakan Model kausalitas AMOS menjelaskan masalah pengukuran dan struktur dan selanjutnya digunakan untuk menganalisis dan menguji hipotesis. Kesimpulan penelitian gaya kepemimpinan, kompensasi, motivasi berpengaruh terhadap kinerja karyawan di Kspps BMT BUS Lasem. gaya kepemimpinan dan kompensasi berpengaruh secara langsung terhadap kinerja di KSPPSBMTBUS Lasem motivasi sebagai variabel *intervening*.

**Kata Kunci : Gaya Kepemimpinan, Kompensasi, Motivasi dan Kinerja**

## ABSTRACT

This study will examine whether leadership style, compensation and work motivation will improve employee performance both partially and multiple. The research question is how the influence of leadership style and compensation on employee work motivation, how the influence of compensation leadership style on employee performance and how the influence of leadership style and compensation on employee performance through work motivation as an intervening variable. This study aims to analyze the influence of leadership style, compensation on employee work motivation, analyze the influence of leadership style, compensation and work motivation on fiber employee performance analyzing the influence of compensation leadership style on employee performance through work motivation as an intervening variable. The research hypothesis of leadership style, compensation and work motivation has a positive and significant influence on employee performance. The leadership style fiber, compensation has a positive and significant influence on employee performance with work motivation as an intervening variable. The population of this study were all kspps employees bmt bina ummat sejahtera lasem central branch office in rembang regency totaling 172 people. The research sample was 132 employees in the kspps bmt central branch office of lasem prosperous community. The data analysis in the study used the structural equation modeling (SEM) program, which was operated through amos, which has often been used. The amos causality model describes measurement and structure problems and is then used to analyze and test hypotheses. Conclusion of research on leadership style, compensation, motivation influences the performance of employees in lassp's kspps bmt bus. Leadership style and compensation directly influence performance in KSPPS BMT BUS Lasem motivation as an intervening variable.

**Keywords: Leadership Style, Compensation, Motivation and Performance**

