

Kurniawan Mohama, NPM: 91811404122074, **Pengaruh Gaya Kepemimpinan Dan Hubungan Kerja Terhadap Kinerja Kelompok Tani Di Desa Leboni.** Dibimbing oleh Bapak Iswan Masirete sebagai pembimbing 1 dan Bapak Timotius Garatu sebagai pembimbing 2.

## ABSTRAK

Penelitian ini dilakukan di Desa Leboni, Kecamatan Pamona Puselemba, Kabupaten Poso, Sulawesi Tengah. Tujuan Penelitian ini untuk mengetahui Pengaruh Gaya Kepemimpinan dan Hubungan Kerja Terhadap Kinerja Kelompok Tani Di Desa Leboni. Adapun data yang digunakan adalah data primer dan data sekunder, dengan teknik pengumpulan data yaitu observasi, wawancara, kuesioner dan dokumentasi. Populasi dan sampel seluruh pekerja yang ada di kelompok Tani *probability sampling* dengan jumlah 100 orang. Data dalam penelitian ini diolah menggunakan analisis regresi linier berganda menggunakan alat *Statiscal Product Service Solutions (SPSS)*.

Berdasarkan hasil penelitian di peroleh persamaan regresi sebagai berikut  $Y = 10.053 - 0,116 X1 + 0,694 X2$ . Hasil uji f menunjukkan nilai f hitung sebesar 25.985 nilai signifikansi sebesar  $0,000 < 0,05$ . Hasil uji f menunjukkan Gaya Kepemimpinan dan Hubungan Kerja secara simultan berpengaruh signifikan terhadap Kinerja Kelompok Tani di Desa Leboni. Nilai t hitung variabel Gaya Kepemimpinan sebesar -0,739 dengan signifikansi sebesar  $0,492 > 0,05$  dan nilai t hitung variabel Hubungan Kerja sebesar 4.445 dengan signifikansi sebesar  $0,000 < 0,05$ . Berdasarkan analisis data statistik indikator bersifat valid dan variabelnya bersifat reabel. Pada pengujian asumsi klasik, model regresi bebas multikoloneritas, tidak terjadi heteroskedesitas dan berdistribusi normal. Hasil pengujian R diperoleh nilai sebesar 0,591 hal ini menunjukkan pengaruh yang sedang antara gaya kepemimpinan dan hubungan kerja terhadap kinerja kelompok tani sebesar 59,1%. Hasil pengujian  $R^2$  di peroleh sebesar 0,349 berarti 34,9% Kinerja Kelompok Tani ditentukan oleh variabel Gaya Kepemimpinan dan Hubungan Kerja, sedangkan sisanya 65,1% ditentukan oleh faktor lain yang tidak dimasukkan dalam penelitian ini.

Kata Kunci: *Gaya Kepemimpinan, Hubungan Kerja & Kinerja.*

Kurniawan Mohama, NPM: 91811404122074, The Influence of Leadership Style and Work Relations on the Performance of Farmer Groups in Leboni Village. Supervised by Mr. Iswan Masirete as supervisor 1 and Mr. Timotius Garatu as supervisor 2.

## ABSTRACT

This research was conducted in Leboni Village, Pamona Puselemba District, Poso Regency, Central Sulawesi. The purpose of this study was to determine the effect of leadership style and work relations on the performance of farmer groups in Leboni village. The data used are primary data and secondary data, with data collection techniques namely observation, interviews, questionnaires and documentation. The population and samples of all workers in the farmer group are probability sampling with a total of 100 people. The data in this study were processed using multiple linear regression analysis using the Statistical Product Service Solutions (SPSS) tool.

Based on the research results, the regression equation is obtained as follows  $Y = 10,053 - 0.116 X_1 + 0.694 X_2$ . The results of the f test show that the calculated f value is 25,985, a significance value of  $0.000 < 0.05$ . The results of the f test show that Leadership Style and Work Relations simultaneously have a significant effect on the Performance of Farmer Groups in Leboni Village. The t-count value of the Leadership Style variable is -0.739 with a significance of  $0.492 > 0.05$  and the t-count value of the Employment Relations variable is 4.445 with a significance of  $0.000 < 0.05$ . Based on the analysis of statistical data, the indicators are valid and the variables are reliable. In testing the classical assumptions, the multicollinearity independent regression model does not occur heteroscedasticity and is normally distributed. The results of the R test obtained a value of 0.591 indicating a moderate influence between leadership style and work relations on the performance of farmer groups of 59.1%. The results of the R<sup>2</sup> test were obtained at 0.349, meaning that 34.9% of the Farmer Group Performance was determined by the Leadership Style and Work Relations variables, while the remaining 65.1% was determined by other factors not included in this study.

Keywords: Leadership Style, Work Relations & Performance.