

ABSTRAK

PERBANDINGAN PENGARUH ANTARA GAYA KEPEMIMPINAN OTOKRATIK DAN DEMOKRATIK TERHADAP KINERJA KARYAWAN

Studi Kasus
CV " Andi Offset "
Jalan Beo No 38-40 Mrican
Yogyakarta

Ardi Wahyu Sutiono
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui (1) apakah gaya kepemimpinan otokratik mempengaruhi kinerja karyawan, (2) apakah gaya kepemimpinan demokratik mempengaruhi kinerja karyawan, (3) membandingkan perbedaan yang dihasilkan oleh kedua gaya kepemimpinan, untuk mengetahui gaya kepemimpinan mana yang punya pengaruh lebih baik terhadap kinerja karyawan. Penelitian studi kasus ini dilakukan di CV " Andi Offset " Yogyakarta pada bulan Agustus 2002.

Penelitian ini dilakukan berdasarkan jumlah populasi yang ada sebanyak 30 orang dan semua diambil sebagai responden. Metode pengumpulan data yang digunakan adalah observasi, wawancara, dokumentasi, dan kuisioner. Analisis data yang digunakan (1) Regresi Linier Sederhana dan, (2) Koefisien Korelasi Spearman. Uji instrumen menggunakan (3) Uji Validitas dan Reliabilitas. Uji Signifikansi Koefisien Korelasi menggunakan t test dengan taraf nyata sebesar 5%

Hasil analisis menunjukan bahwa (1) gaya kepemimpinan otokratik mempengaruhi kinerja karyawan, (2) gaya kepemimpinan demokratik tidak mempengaruhi kinerja karyawan (3) dari perbandingan yang dilakukan diketahui bahwa gaya kepemimpinan otokratik mempunyai pengaruh lebih baik terhadap kinerja karyawan dibanding gaya kepemimpinan demokratik di CV " Andi Ofset " Yogyakarta

ABSTRACT

THE COMPARISON BETWEEN AUTHOCRATIC AND DEMOCRATIC LEADERSHIP STYLE IN THE EMPLOYEE' S PERCEPTION AND ITS INFLUENCE TO THE EMPLOYEE'S PERFORMANCE

A Case Study at CV " Andi Offset " Yogyakarta

Ardi Wahyu Sutiono
Sanata Dharma University
Yogyakarta
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The research aimed to know (1) whether or not authocratic leadership style had influenced the performance of employee (2) whether or not democratic leadership style had influenced to the performance of employer, (3) the comparison made by both leadership styles, to find out which style made better influence to the employee's performance.

This research employed a population of 30 people and all of them were taken as respondent. The data gathering methods used were observation, interview, documentation, and questionnaire. The analysis techniques used were (1) Simple Linear Regression and (2) Coefficient Correlation of Spearman. To test the instrument were used (3) validity and reliability test. The significant correlation test that used were ' t test ' with reality degree about 5%.

The analysis result showed that (1) authocratic leadership style had influenced the employee's performance, (2) democratic leadership style had not influenced the employee's performance, (3) from the comparison, the authocratic leadership style had better influence than democratic leadership style to the employee's performance at CV " Andi Offset " of Yogyakarta.