

**PERBEDAAN PERFORMANSI KERJA KARYAWAN BERDASARKAN
GAYA KEPEMIMPINAN SITUASIONAL**

Lidia Widya Kuncaraningtyas

ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah ada perbedaan performansi kerja karyawan berdasarkan gaya kepemimpinan situasional. Hipotesis dalam penelitian ini adalah terdapat perbedaan performansi kerja karyawan berdasarkan gaya kepemimpinan situasional. Subyek dalam penelitian ini adalah karyawan bagian produksi berusia 25-51 tahun. Alat pengumpul data yang digunakan terdiri dari Skala Perilaku Tugas, Skala Perilaku Hubungan, Skala Kematangan Karyawan, dan Skala Performansi Kerja karyawan. Skala Perilaku Tugas telah melalui proses try-out sehingga didapatkan 7 item dengan koefisien reliabilitas *alpha* sebesar 0.717. Skala Perilaku Hubungan telah melalui proses try-out sehingga didapatkan 10 item dengan koefisien reliabilitas *alpha* sebesar 0.776. Skala Kematangan Karyawan telah melalui proses try-out sehingga didapatkan 7 item dengan koefisien reliabilitas *alpha* sebesar 0.732. Skala Performansi Kerja Karyawan telah melalui proses try-out sehingga didapatkan 25 item dengan koefisien reliabilitas *alpha* sebesar 0.748. Hasil gaya kepemimpinan situasional dapat diperoleh dengan melihat hubungan antara hasil skala perilaku tugas, perilaku hubungan dan kematangan karyawan. Hasil penelitian menggunakan metode analisis data *independent t-test*. Hasilnya menunjukkan bahwa terdapat perbedaan yang signifikan antara performansi kerja karyawan berdasarkan gaya kepemimpinan situasional efektif dengan tidak efektif. Hal ini ditunjukkan dengan mean performansi kerja karyawan berdasarkan gaya kepemimpinan situasional efektif sebesar 77.23. Sedangkan mean performansi kerja karyawan berdasarkan gaya kepemimpinan situasional tidak efektif sebesar 57.41 Hasil Uji T terhadap mean performansi kerja karyawan berdasarkan gaya kepemimpinan situasional efektif dan tidak efektif menunjukkan hasil bahwa terdapat perbedaan yang signifikan antara performansi kerja karyawan berdasarkan gaya kepemimpinan situasional efektif dan tidak efektif dengan nilai signifikansi sebesar 0.000. Maka dapat dikatakan bahwa hipotesis dari penelitian ini diterima.

Kata kunci: gaya kepemimpinan situasional, performansi kerja karyawan

**PERFORMANCE DIFFERENCES FOR EMPLOYEES UNDER THE
LEADERSHIP STYLE SITUATIONAL**

Lidia Widya Kuncaraningtyas

ABSTRACT

This study aims to determine whether there was differences in employee performance style based on situational leadership. The hypothesis in this study was that there are differences in job performance of employees based on situational leadership style. Subjects in this study were part of the production employees aged 25-51 years. Data collection tool that is used consist of Task Behavior Scale, Scale Behavior Relations, Employee Maturity Scale, and Work Performance Scale employees. Task Behavior Scale has been through the process of try-outs so we get 7 items with an alpha reliability coefficient for 0717. Behavior Scale Relationships have been through the process of try-outs so we get 10 items with an alpha reliability coefficient for 0776. Maturity Scale Employees have gone through the process of try-outs so we get 7 items with an alpha reliability coefficient for 0732. Employee Performance Scale have been through the process of try-outs so we get 25 items with an alpha reliability coefficient for 0748. The results of the situational leadership style can be obtained by looking at the relationship between the scale of the task behavior, behavior and maturity of employee relations. The results of data analysis used independent t-test. The results showed that there are significant differences between employees' performance based on situational leadership style effective with ineffective. It was indicated by the mean performance of the employee based on an effective situational leadership style of 77.23. While the mean performance of employees based on situational leadership style was not effective at 57.41 T Test Results from the mean performance of employees based on situational leadership style effective and ineffective suggested that there was significant differences between the performance of employees' situational leadership style based on effective and ineffective with the significance of 0000. It can be said that the hypothesis of this research is received.

Key words: situational leadership style, employee performance