

## **ABSTRAK**

**Ign. Meika Agung Setiawan (2006). Hubungan Antara Persepsi Terhadap Gaya Kepemimpinan Demokratis Atasan Dengan Kepuasan Kerja Karyawan**

**( Studi Pada Divisi *Technic, Station, Finance, dan Sales* di PT. Merpati Nusantara Distrik Palangka Raya - Kalimantan Tengah )**

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi karyawan terhadap gaya kepemimpinan demokratis atasan dan kepuasan kerja karyawan. Kepuasan kerja merupakan perasaan seseorang baik positif atau negatif tergantung dari bagaimana para karyawan mempersepsikan gaya kepemimpinan atasannya apakah bersikap demokratis atau tidak dalam segala hal kepada mereka. Hipotesis dalam penelitian ini adalah ada hubungan positif antara persepsi karyawan terhadap gaya kepemimpinan demokratis atasan dan kepuasan kerja karyawan.

Subjek dalam penelitian ini berjumlah 50 orang, terdiri dari divisi *Finance* sebanyak 25 orang, dan divisi *Sales* sebanyak 25 orang, yang memiliki masa kerja minimal 1 tahun. Metode pengumpulan data menggunakan kuesioner berupa skala persepsi karyawan dan skala kepuasan kerja. Pada skala persepsi karyawan terdapat 28 item yang gugur dan 52 item valid dengan koefisien reliabilitas sebesar 0, 95. Sedangkan pada skala kepuasan kerja terdapat 15 item yang gugur dan 45 item valid dengan koefisien reliabilitas sebesar 0, 93. Teknik analisis datanya menggunakan teknik *Product-Moment* dari Karl Pearson yang akan digunakan untuk menguji hipotesis dalam penelitian ini.

Berdasarkan hasil analisis data, dapat disimpulkan bahwa persepsi karyawan terhadap gaya kepemimpinan demokratis atasan berkorelasi positif dan signifikan terhadap kepuasan kerja seluruh karyawan Merpati Nusantara Palangka Raya dengan koefisien korelasi sebesar 0,461 ( $p = 0,00 < 0,01$ ). Berdasarkan hasil tersebut, peneliti mengajukan beberapa saran baik praktis maupun teoritis kepada seluruh pihak yang terlibat dalam penelitian ini.

## **ABSTRACT**

**Ign. Meika Agung Setiawan (2006). The Relationship Between Perception Toward Democratic Leadership Style of The Manager And The Work Satisfaction of Employees**

**(A Study in The Divisions of Technic and Ground Support, Station, Finance, and Sales in PT. Merpati Nusantara of Palangka Raya District – Central Kalimantan)**

This research is aimed to finding out the relationship between the perception of employees towards democratic leadership style of the manager and the work satisfaction of employees. Work satisfaction is someone's feeling, either positive or negative, depends on how the employees perceive the leadership style of the manager; whether the manager has democratic attitude or not in all aspects to the employees. The hypothesis of this research states that there is a positive relation between the perception of employees toward democratic leadership style of the manager and the work satisfaction of employees.

The subjects of this research were 50 peoples. They were from finance division (25 peoples), and sales division (25 peoples) who had, at least, one year of working period. The writer used questionnaires as the method of data gathering. The questionnaires were in the forms of employees perception scale, there were 28 invalid items and 52 valid items; in which the reliability coefficient was 0,95. Whereas in the work satisfaction scale, there were 15 invalid items and 45 valid items; in which the reliability coefficient was 0,93. The writer used Product-Moment technique by Karl Pearson as the technique of data analysis, which would be used to examine the hypothesis of this research.

Based on the result of the data analysis, it can be concluded that there is a positive and significant correlation between perception of employees toward democratic leadership style of the manager and the work satisfaction to all employees of Merpati Nusantara in Palangka Raya with  $0,461 (p = 0,00 < 0,01)$  as the correlation coefficient. Based on this result, the writer contributes some suggestions both practically and theoretically to those who involve in the same research.