

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN DENGAN MOTIVASI SEBAGAI MODERATOR

Studi Kasus pada Karyawan Divisi Konservasi dan Divisi Operasional
Gembira Loka Zoo Yogyakarta

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh gaya kepemimpinan terhadap kinerja karyawan, 2) pengaruh lingkungan kerja fisik terhadap kinerja karyawan, 3) pengaruh kompensasi finansial terhadap kinerja karyawan, 4) apakah motivasi intrinsik memoderasi pengaruh gaya kepemimpinan terhadap kinerja karyawan, 5) apakah motivasi intrinsik memoderasi pengaruh lingkungan kerja fisik terhadap kinerja karyawan, dan 6) apakah motivasi intrinsik memoderasi pengaruh kompensasi finansial terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan divisi konservasi dan divisi operasional Gembira Loka Zoo yang berjumlah 175 orang dengan sampel sebanyak 65 orang. Pengambilan sampel menggunakan *purposive sampling*. Teknik pengumpulan data melalui *website* Gembira Loka Zoo dan kuesioner. Analisis data menggunakan *Partial Least Square*. Hasil penelitian ini menunjukkan bahwa 1) gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, 2) lingkungan kerja fisik tidak berpengaruh positif dan tidak signifikan dengan kinerja karyawan, 3) kompensasi finansial berpengaruh positif dan signifikan terhadap kinerja karyawan, 4) motivasi intrinsik tidak memoderasi pengaruh gaya kepemimpinan terhadap kinerja karyawan, 5) motivasi intrinsik tidak memoderasi pengaruh lingkungan kerja fisik terhadap kinerja karyawan, dan 6) motivasi intrinsik tidak memoderasi pengaruh kompensasi finansial terhadap kinerja karyawan.

Kata kunci: gaya kepemimpinan, lingkungan kerja fisik, kompensasi finansial, motivasi intrinsik, dan kinerja.

ABSTRACT

**THE INFLUENCE OF LEADERSHIP STYLES, WORK ENVIRONMENT,
AND COMPENSATION TO EMPLOYEE PERFORMANCE WITH
MOTIVATION AS MODERATOR**

Case Study on Employee in Conservation Division and Operational Division
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This study aimed to determine: 1) the influence of leadership style on employee performance, 2) the influence of physical work environment on employee performance, 3) the influence of financial compensation on employee performance, 4) whether intrinsic motivation moderated the influence of leadership style on employee performance, 5) whether intrinsic motivation moderated the influence of the physical work environment on employee performance, and 6) whether intrinsic motivation moderated the effect of financial compensation on employee performance. Population of this research was 175 employees of conservation division and operational division Gembira Loka Zoo with 65 people as sample. Sampling technique used was purposive sampling. Techniques of collecting data was through Gembira Loka Zoo website and questionnaires. Data analysis used was Partial Least Square. The results of this study indicated that 1) leadership style had a positive and significant influence on employee performance, 2) physical work environment had no positive and insignificant influence on employee performance, 3) financial compensation had positive and significant influence on employee performance, 4) intrinsic motivation did not moderate the influence of leadership style on employee performance, 5) intrinsic motivation did not moderate the influence of physical work environment on employee performance, and 6) intrinsic motivation did not moderate the influence of financial compensation on employee performance.

Keywords: leadership style, physical work environment, financial compensation, intrinsic motivation, and employee performance.