

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *servant leadership* terhadap motivasi kerja, kinerja karyawan dan komitmen organisasi. Penelitian ini menggunakan pendekatan kuantitatif. Subjek penelitian adalah staf di Kantor Dinas Pendidikan dan Pengajaran (P&P) Kabupaten Mappi-Papua. Instrumen yang digunakan dalam penelitian ini adalah kuesioner. Data penelitian dianalisa menggunakan bantuan *software* komputer program *Statistic Package for the sosial Sciences 22* (SPSS). Hasil penelitian membuktikan bahwa, (1) *Servant leadership* berpengaruh secara positif dan signifikan terhadap motivasi kerja di Dinas Pendidikan dan Pengajaran (P&P) Mappi-Papua. Artinya bahwa dengan menerapkan gaya *servant leadership* di instansi dapat mempengaruhi motivasi kerja. (2) *Servant leadership* berpengaruh secara positif dan signifikan terhadap kinerja kerja di Dinas Pendidikan dan Pengajaran (P&P) Kabupaten Mappi-Papua. Artinya bahwa dengan menerapkan gaya *servant leadership* di instansi dapat mempengaruhi kinerja karyawan. (3) *Servant leadership* berpengaruh secara positif dan signifikan terhadap komitmen organisasi di Dinas Pendidikan dan Pengajaran (P&P) Kabupaten Mappi-Papua. Artinya bahwa dengan menerapkan gaya *servant leadership* di instansi dapat mempengaruhi komitmen organisasi.

Kata Kunci : *Servant leadership*, Motivasi kerja, Kinerja karyawan, dan Komitmen organisasi.

ABSTRACT

The aim of this research is to determine the effect of servant leadership towards work motivation, employee performances, and commitment of the organization. The method used in this research is quantitative method. The subjects of the research is Education and Teaching Department (P&P) of Mappi-Papua. Questionnaire is used in this research as the research instrument. The research data was analyzed by using the software computer program of Statistic Package for the Social Sciences 22 (SPSS). The result of research shows that, (1) Servant leadership has a positive and significant affect on work motivation in the Education and Teaching Department (P&P) of Mappi Regency-Papua. It means that by applying servant leadership style in this institution can influence work motivation. (2) Servant leadership has a positive and significant affect on work performance in the Education and Teaching Department (P&P) of Mappi Regency –Papua. It means that by applying servant leadership style in this institution can influence work performance. (3) Servant leadership has a positive and significant affect on organizational commitment in the Education and Teaching Department (P&P) of Mappi Regency –Papua. It means that by applying servant leadership style in this institution can influence organizational commitment.

Keywords: Servant leadership, Work motivation, Employee performance, and Organizational commitment.