

**ABSTRAK**  
**PENGARUH GAYA KEPEMIMPINAN DAN KOMPENSASI FINANSIAL**  
**TERHADAP KINERJA KARYAWAN DENGAN KONFLIK**  
**INTERPERSONAL SEBAGAI MEDIASI**

Studi Kasus pada Karyawan ASN Kantor Badan Pengelolaan Keuangan dan Aset  
Daerah Kabupaten Dogiyai

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2019

Penelitian ini bertujuan untuk mengetahui : 1) gaya kepemimpinan berpengaruh positif terhadap kinerja karyawan 2) kompensasi finansial berpengaruh positif terhadap kinerja karyawan 3) konflik interpersonal berpengaruh negatif terhadap kinerja karyawan 4) konflik interpersonal memediasi pengaruh gaya kepemimpinan terhadap kinerja karyawan 5) konflik interpersonal memediasi pengaruh kompensasi finansial terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan ASN kantor BPKAD sebanyak 51 orang dengan sampel 51 orang. Teknik pengambilan sampel menggunakan *Sampling jenuh*, data diperoleh dengan membagikan kuesioner kepada 51 responden. Teknik analisis data dalam penelitian ini adalah *Partial Least Square* menggunakan aplikasi WarpPLS 6.0. Hasil penelitian menunjukkan bahwa 1) gaya kepemimpinan berpengaruh positif terhadap kinerja karyawan 2) kompensasi finansial berpengaruh positif terhadap kinerja karyawan 3) konflik interpersonal tidak berpengaruh negatif terhadap kinerja karyawan 4) konflik interpersonal tidak memediasi pengaruh gaya kepemimpinan terhadap kinerja karyawan, dan 5) konflik interpersonal tidak memediasi pengaruh kompensasi finansial terhadap kinerja karyawan.

Kata kunci: gaya kepemimpinan, kompensasi finansial, konflik interpersonal dan kinerja karyawan.

## ABSTRACT

### **THE INFLUENCE OF LEADERSHIP STYLE AND FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE WITH INTERPERSONAL CONFLICTS AS MEDIATION**

A Case Study on Civil Servants of Financial and Asset Management Office of  
Dogiyai District

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This study aims to determine : 1) whether leadership style had a positive effect on employee performance 2) whether financial compensation had a positive effect on employee performance 3) whether interpersonal conflict had a negative effect on employee performance 4) whether interpersonal conflict mediated the influence of leadership style on employee performance 5) whether interpersonal conflict mediated the effect of financial compensation on employee performance. The population in this study consisted of 51 civil servants of Financial and Asset Management Office of Dogiyai District. This study was a census. It took all the 51 civil servants as respondents. The sampling technique used was saturated sampling. Data were obtained by distributing a questionnaire to 51 respondents. The Data analysis technique used in this research was Partial Least Square using WarpPLS 6.0 application. The results of this study showed that 1) leadership style had a positive effect on employee performance 2) financial compensation had a positive effect on employee performance 3) interpersonal conflict had no negative effect on employee performance 4) interpersonal conflict did not mediate the influence of leadership style on employee performance, and 5) interpersonal conflict did not mediate the influence of financial compensation on employee performance.

Keywords: leadership style, financial compensation, interpersonal conflict and employee performance