

## INTISARI

Penelitian ini bertujuan untuk menganalisis Pengaruh Gaya Kepemimpinan Demokrasi Terhadap Kinerja Karyawan dengan Motivasi sebagai Variabel Intervening. Subyek dalam penelitian ini adalah karyawan di Universitas Muhammadiyah Yogyakarta. Obyek dalam penelitian ini adalah Universitas Muhammadiyah Yogyakarta yang terletak di Jalan Brawijaya, Geblakan, Tamantirto, Kasihan, Bantul, Yogyakarta. Teknik sampling yang digunakan dalam penelitian ini menggunakan teknik *Simple Random Sampling*. Jadi, 77 karyawan dijadikan sampel.

Penelitian ini menggunakan analisis *Path Analysis*. Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa Gaya Kepemimpinan Demokrasi berpengaruh positif dan signifikan terhadap Kinerja. Gaya Kepemimpinan Demokrasi berpengaruh positif dan signifikan terhadap Motivasi. Motivasi berpengaruh positif dan signifikan terhadap kinerja. Dan Gaya Kepemimpinan Demokrasi berpengaruh tidak langsung terhadap kinerja melalui Motivasi.

**Kata Kunci :** Gaya Kepemimpinan Demokrasi, Motivasi, Kinerja Karyawan

## **ABSTRACT**

*This research was purposed to find out The Effect of Democratic Leadership Style on Employee Performance with Motivation as an Intervening Variable. The subjects in this study were the employees in Muhammadiyah University of Yogyakarta Employee. The object in this study at Muhammadiyah University Yogyakarta which located at JL. Brawijaya, Geblakan, Tamantirto, Kasihan, Bantul, Yogyakarta. The sampling technique used in this study was Simple Random Sampling Technique. There were 77 employees were sampled in this study.*

*This study used Path Analysis. Based on the analysis that has been done, the results showed that Democratic Leadership Style had a positive and significant effect on Employee Performance. Democratic Leadership Style had a positive and significant effect on Motivation. Motivation had a positive and significant on the Employee Performance. The result Democratic Leadership Style had a indirect effect on Employee Performance through the Motivation.*

**Keywords :** *Democratic Leadership Style, Motivation, Employee Performance*