

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh gaya kepemimpinan terhadap kinerja karyawan, dan menguji pengaruh motivasi terhadap kinerja karyawan. Obyek penelitian ini yaitu di Baitul Maal Wat Tamwil Bina Ikhsanul Fikri Yogyakarta (BMT BIF) Yogyakarta. Penelitian ini merupakan penelitian kuantitatif. Data dikumpulkan menggunakan kuisioner, didistribusikan ke karyawan yang bekerja di BMT BIF Yogyakarta. Sebanyak 86 kuisioner berhasil dikumpulkan dan dianalisis menggunakan analisis regresi linier berganda dengan aplikasi SPSS versi 20. Hasil penelitian menunjukkan adanya pengaruh antara gaya kepemimpinan terhadap kinerja karyawan BMT BIF Yogyakarta, dengan kata lain pengaruh positif gaya kepemimpinan terhadap kinerja karyawan diterima, dan terdapat pengaruh positif signifikan antara motivasi terhadap kinerja karyawan BMT BIF Yogyakarta, dan secara simultan terdapat pengaruh positif signifikan antara gaya kepemimpinan dan motivasi terhadap kinerja karyawan BMT BIF Yogyakarta.

Kata Kunci : *Gaya Kepemimpinan, Motivasi, dan Kinerja Karyawan.*

ABSTRACT

This study is aimed to test the influence of leadership style on employee's performance and to test the influence of motivation on employee's performance. The object of this study Baitul Maal Wat Tamwill Bina Ikhsanul Fikri (BMT BIF) Yogyakarta. This study is a quantitative reseacrh. The data were collected by using questionnaire, which is distributed to the employees who work in BMT BIF Yogyakarta. There are 86 questionnaires which have been successfully collected and analyzed by using the multiple linear regression analysis with the application of SPSS version 20. The result shows that there is influence of leadership style on the employee's performance of BMT BIF Yogyakarta. In other words, the positive influence of leadership style on employee's performance is accepted. In addition, there is positive and significant influence of motivation on employee's performance of BMT BIF Yogyakarta and simultaneously there is positive and significant influence of leadership style and motivation on employee's performance in BMT BIF Yogyakarta.

Keywords : *Leadership Style, Motivation, and Employee's Ferpormances.*