

## **ABSTRACT**

This study aims to analyze the effect of leadership style and motivation on performance through work discipline as an intervening variable (Case Study at the Magelang District Health Office). This study uses quantitative methods with primary data from questionnaires. The population in this study were all employees of the Sub. General Affairs and Civil Service at the Magelang District Health Office. The number of samples in this study were 57 respondents. The method used for sample collection using method *simple random sampling*. The analytical tools in this study include validity test, reliability test, normality test, multicollinearity test, autocorrelation test, heteroscedasticity test, multiple linear regression test, f test, t test, determination coefficient test, path analysis test, single test, resume. Based on the research results, it is known that the variable of leadership style has a significant effect on work discipline while motivation has no significant effect on work discipline. The variables of leadership style and motivation have a significant effect on employee performance. Work discipline variable does not have a significant effect on employee performance. Work discipline variable is able to mediate leadership style variables on employee performance. Work discipline variable is not able to mediate the motivation variable on employee performance

**. Key words: leadership style, motivation, work discipline, performance**

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan dan motivasi terhadap kinerja melalui disiplin kerja sebagai variabel intervening (Studi Kasus pada Dinas Kesehatan Kab. Magelang). Penelitian ini menggunakan metode kuantitatif dengan data primer dari kuisioner. Populasi dalam penelitian ini adalah semua pegawai Sub. Bidang Umum dan Kepegawaian pada Dinas Kesehatan Kabupaten Magelang. Jumlah saample pada penelitian ini sebanyak 57 responden. Metode yang digunakan untuk pengumpulan sample menggunakan metode *simple random sampling*. Alat analisis dalam penelitian ini meliputi uji validitas, uji reabilitas, uji normalitaas, uji multikolinieritas, uji autokolerasi, uji heteroskedasitas, uji regresi liner berganda, uji f, uji t, uji koefisien determinasi, uji analisis jalur, uji sobel, resum. Berdasarkan hasil penelitian diketahui bahwa variabel gaya kepemimpinan berpengaruh signifikan terhadap disiplin kerja sedangkan motivasi tidak berpengaruh signifikan terhadap disiplin kerja. Varaibel gaya kepemimpinan dan motivasi berpengaruh siginifikan terhadap kinerja pegawai. Variabel disiplin kerja tidak berpengaruh signifikan terhadap kinerja pegawai. Variabel disiplin kerja mampu memadiasi variabel gaya kepemimpinan terhadap kinerja pegawai. Variabel disiplin kerja tidak mampu memediasi varibel motivasi terhadap kinerja pegawai

***Kata kunci: gaya kepemimpinan, motivasi, disiplin kerja, kinerja***