

ABSTRAK

Teguh Muhamad (1188010233). Pengaruh Pengawasan Pimpinan Terhadap Efektivitas Kerja Pegawai pada Kantor Kecamatan Parakansalak Kabupaten Sukabumi.

Masalah yang diidentifikasi dalam penelitian ini adalah kurang efektifnya kualitas kerja pegawai terbukti dari adanya sasaran yang tidak memenuhi target yaitu dalam hal meningkatkan partisipasi masyarakat terhadap pembangunan.

Penelitian ini bertujuan untuk: (1) Untuk mengetahui pengaruh pengawasan pimpinan terhadap efektivitas kerja pada Kantor Kecamatan Parakansalak Kabupaten Sukabumi; (2) Untuk mengetahui pengaruh pengawasan langsung terhadap efektivitas kerja pegawai pada Kantor Kecamatan Parakansalak Kabupaten Sukabumi; (3) Untuk mengetahui pengaruh pengawasan tidak langsung terhadap efektivitas kerja pegawai pada Kantor Kecamatan Parakansalak Kabupaten Sukabumi.

Penelitian ini menggunakan pendekatan dan metode kuantitatif. Data pada penelitian ini diperoleh melalui hasil observasi, dokumentasi dan penyebaran kuesioner dengan menggunakan model skala likert yang terdiri dari lima alternatif pilihan jawaban yang diberikan kepada 14 responden. Teknik analisis data pada penelitian ini berupa uji instrumen penelitian (uji validitas dan uji reliabilitas), uji analisis statistik deskriptif (analisis parsial indikator), uji prasyarat penelitian (uji normalitas dan uji linearitas), uji hipotesis penelitian (uji korelasi, uji analisis regresi linear sederhana, uji T dan uji koefisien determinasi).

Hasil penelitian menunjukkan bahwa: (1) Pengawasan Pimpinan di Kantor Kecamatan Parakansalak Kabupaten Sukabumi termasuk ke dalam kategori sedang yaitu sebesar 3,36 dari hasil pengolahan data 14 responden; (2) Efektivitas Kerja Pegawai di Kantor Kecamatan Parakansalak Kabupaten Sukabumi termasuk ke dalam kategori sedang yaitu sebesar 3,32 dari hasil pengolahan data 14 responden; (3) Berdasarkan hasil uji analisis regresi linear sederhana, diketahui Hipotesis (H_a) diterima, yang berarti bahwa terdapat Pengaruh Pengawasan Pimpinan (X) Terhadap Efektivitas Kerja Pegawai (Y), dikarenakan nilai signifikansi $0,000 < 0,05$. Berdasarkan hasil uji T, diketahui, Hipotesis (H_a) diterima yaitu terdapat Pengaruh Pengawasan Pimpinan (X) Terhadap Efektivitas Kerja Pegawai (Y), dikarenakan nilai signifikansi X terhadap Y yaitu $0,000 < 0,05$ dan nilai T hitung $7,139 > T$ tabel 2,200. Kemudian dari hasil uji koefisiensi determinasi, diketahui nilai (R square) sebesar 0,809 yang berarti bahwa pengaruh Variabel Pengawasan Pimpinan (X) Terhadap Variabel Efektivitas Kerja Pegawai (Y) adalah sebesar 80,9%, sedangkan 19,1% dipengaruhi oleh variabel lain selain variabel yang diteliti dalam penelitian ini.

Kata Kunci: Pengawasan, Pimpinan, Efektivitas, Kerja

ABSTRACT

Teguh Muhamad (1188010233). The Effect of Leadership Supervision on the Effectiveness of Employee Work at the Parakansalak District Office, Sukabumi Regency.

The problem identified in this research is the ineffectiveness of the quality of employee work as evidenced by the existence of targets that do not meet the target, namely in terms of increasing community participation in development.

This study aims to: (1) To determine the influence of leadership supervision on the effectiveness of work at the Parakansalak District Office, Sukabumi Regency; (2) To determine the effect of direct supervision on the effectiveness of employee work at the Parakansalak District Office, Sukabumi Regency; (3) To determine the effect of indirect supervision on the effectiveness of employee work at the Parakansalak District Office, Sukabumi Regency.

This research uses quantitative approaches and methods. The data in this study were obtained through the results of observation, documentation and distribution of questionnaires using a likert scale model consisting of five alternative answer choices given to 14 respondents. Data analysis techniques in this study are in the form of research instrument tests (validity tests and reliability tests), descriptive statistical analysis tests (partial analysis of indicators), research prerequisite tests (normality tests and linearity tests), research hypothesis tests (correlation tests, simple linear regression analysis tests, T tests and determination coefficient tests).

The results showed that: (1) Supervision of Leaders at the Parakansalak Subdistrict Office, Sukabumi Regency, was included in the moderate category, namely 3.36 from the results of data processing of 14 respondents; (2) The effectiveness of employee work at the Parakansalak Subdistrict Office, Sukabumi Regency, is included in the moderate category, which is 3.32 from the results of data processing of 14 respondents; Based on the results of a simple linear regression analysis test, it is known that the Hypothesis (H_a) is accepted, which means that there is an Effect of Leadership Supervision (X) on Employee Work Effectiveness (Y), due to a significance value of $0.000 < 0.05$. Based on the results of the T test, it is known, the hypothesis (H_a) is accepted, namely there is an effect of leadership supervision (X) on employee work effectiveness (Y), because the significance value of X to Y is $0.000 < 0.05$ and the calculated T value is $7.139 > T$ Table 2,200. Then from the results of the determination coefficient test, it was found that the value (R square) was 0.809 which means that the influence of the Leadership Supervision Variable (X) on the Employee Work Effectiveness Variable (Y) was 80.9%, while 19.1% was influenced by other variables besides the variables studied in this study.

Keywords: Supervision, Leadership, Effectiveness, Work