

## ABSTRACT

**Masruroh, Ana. 2013.** *The Influence of Leadership Style of Employee Work Motivation of PT. PG. Candi Baru Sidoarjo.* Thesis. Psychology Faculty. Maulana Malik Ibrahim State Islamic University of Malang.

**Advisor : Drs. Zainul Arifin M.Ag**

---

**Keywords : The style of Leadership**

The style of leadership is the style or the way of someone in influencing the subordinates. There are three styles of leadership, there are autocratic leadership, democratic leadership and permissive leadership. A leader that uses the style of leadership affects the subordinates in their work. The leader is also a motivator for the employees to work better in order to the employees are able to achieve the objectives set of company. The problems of this study are (1) how are the level of leadership style derived in PT. PG. New Candi Sidoarjo, (2) how are the level of employee motivation and (3) is there any influence of leadership styles on employee motivation.

This research is conducted to the employees of PT. PG. New Candi Sidoarjo, particularly for permanent employees. The purpose of this study is (1) to determine the level of leadership style applied in PT PG New Candi Sidoarjo, (2) to determine the level of employee motivation, (3) to determine the effect of leadership style on employee motivation in PT. PG. Candi Baru Sidoarjo.

This research is quantitative research by using descriptive and inferential analysis to describe the data and make a conclusion of the research. The research amounts to 50 employees. The researcher selects the sampling by using quota sampling and random sampling. Data collection of this research that is used is questionnaire. The questionnaire consists of two scales; there are the scales of leadership style and work motivation. The data analysis of this study is linear regression analysis by using SPSS 16.0 *For Windows*.

The result of this study is found that the level of the majority leadership style that is used is autocratic leadership style with a percentage of 38% or 19 people. Democratic leadership is at percentage of 34% or 17 people and permissive leadership is in the percentage of 28% or 14 people. Work motivation for the majority of employees are in the high category is in the percentage of 60% or 30 people, the medium category is at a percentage of 32% or 16 people, and low category is in the percentage of 8% or 4 people. The result of the analysis is obtained that the regression coefficient for autocratic and democratic leadership styles are 0.063 and 0.674. It means that  $H_a$  is rejected and  $H_a$  is accepted. Meanwhile, the significance values for permissive leadership style of 0.013 which means  $H_a$  is accepted and  $H_o$  is rejected. Due to the significant value of the permissive leadership style variable is low or equal to 0.05.  $R^2$  value that shows of 0.415 for permissive, means that there is a positive effect between permissive leadership style to employee motivation with a coefficient of 41.5%, while 58.5% is the contribution of other factors that can affect the level of employee motivation.