

ABSTRACT

Yostanti Arista, 2012. The Role of Leadership Style Of Employee Performance (A Case Study in PT. BNI Life Insurance (Persero) Madiun Branch Office). Bachelor Thesis, Department of Management, State Islamic University Malang Maulana Malik Ibrahim. Supervisor: Dr. Ahmad Sani Supriyanto, SE, M.Sc.

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Leadership in any organization is a very important factor determining the success of an organization. successful leadership is demonstrated by the success of their organization to achieve its aims and objectives of persons who engage in it. Every company must have a purpose, especially in the insurance company required to be meticulous in the work and doing work that is chasing a target to get the insurance premium. In achieving these targets would require a highly productive performance. In refaining employees to have high performance and stay within the company, the leadership style which is owned by a leader has an influence on performance. This study aims to determine: (a) Are there a simultaneous influence of variables, authoritarian leadership style (X1), participative leadership style (X2) and delegative leadership styles (X3) on the performance of the employee (Y), (b) Are there any influence of the partial between variables, authoritarian leadership style (X1), participative leadership style (X2) and delegative leadership styles (X3) on the performance of the employee (Y), (c) the variable is most influential (dominant) on the performance of employees.

In this study uses quantitative methods with a multiple regression analysis. The population in this study are employees of BNI Life Insurance Madiun Branch Office as many as 53 people. Analysis tool used is multiple linear regression with a significant test of the F test and t test and considering the assumptions of classical test the normality, autocorrelation, multicollinearity, and heteroscedasticity.

From the analysis of obtained results the calculations that: (a) simultaneously authoritarian leadership style variables (X1) participative leadership style (X2) and delegative leadership styles (X3) affect the performance of employees with a value of $22.137 F_{hitung} > F_{table} 2.794$ for the level of 5% with R square value of 57.1%, (b) while partially participative leadership style variable (X2) does not affect the employee's performance, because the majority of respondents in this study are not permanent employees (agents), this casual employees are always rare in the office. So for those of leadership command authority that motivate them to immediately carry out the work. (c) variables are the most dominant influence on the performance of delegative leadership style is variable (X3) with B values of 0.421 or 42.1%.

