

ABSTRACT

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In an activity, attention to leadership and employees' profesionalisme is significant because it will help an institute to achieve its main objective. Leadership factor plays role in helping an institution to increase staffs' activity in performing their duty and obligation, also employees' professionalism in defining quality of performace. In other word, leadership and employees' professionalism in an institute can also motivate highly work satisfaction is created. Therefore, it affects to the increase of the performace of organization.

This study is conducted at the Ministry of Religious Affair Office of Malang City. This study is aimed to examine the influence of leadership and staffs' professionalism toward staffs' performance, the influence of employees' leadership professionalism toward work satisfaction, and the influence of work satisfaction toward performances, immediatly. This study is also aimed to analyze the influence of leadership and employees' professionalism toward staffs' permormances through work satisfaction as intervening variable (*mediator*). Work satisfaction, leadership, and employees' professionalism are used as intervening variable, in other hand, staffs' performance used as dependent variable. The samples used are the staffs of Ministry of Religious Affair of Malang City which are 48 respondents, using saturated sampling (whole). Questionnaires, documentation, and interviews are used as data collection. The analysis is validity examination, reliability examination, clasical assumption examination, and also regression analysis using path analysis with software SPSS 17.0 for windows dan Amos series 6.0.

The result shows that leadership does not influence the staffs' performances, however employees' professionalism influences it immediatly. In other word, leadership influences the work satisfactions, however employees' professionalism does not influence it. In other cases, staffs' work satisfaction influences staffs' performances, however leadership indirectly influences it through work satisfaction as mediator variable. Furthermore, employees' professionalism indirectly does not influence staffs' performances through work satisfaction as mediator variable.