

INTISARI

Tujuan dari penelitian ini untuk analisis pengaruh gaya kepemimpinan, budaya organisasi, dan pengembangan sumber daya manusia terhadap kinerja pegawai di Sekretariat Daerah Kota Bandar Lampung. Penelitian menggunakan teknik pengambilan sampel jenuh yang mencakup 48 pegawai. Metode analisis data yang digunakan dalam penelitian ini adalah analisis regresi linier berganda dengan menggunakan bantuan SPSS very 25.0. Hasil penelitian menunjukkan bahwa gaya kepemimpinan secara signifikan mempengaruhi kinerja pegawai, budaya organisasi secara signifikan terhadap kinerja pegawai, pengembangan SDM secara signifikan terhadap kinerja pegawai, dan gaya kepemimpinan, budaya organisasi, dan pengembangan SDM secara simultan berpengaruh terhadap kinerja pegawai.

Kata Kunci — Motivasi, Pembagian Kerja, Prestasi Kerja

The purpose of this research was to analyze the effect of leadership style, organizational culture, and human resource development on employee performance at the Secretariat of Bandar Lampung City. The study employed a saturated sampling technique, which included 48 employees. The data analysis method used in this research was multiple linear regression analysis with the assistance of SPSS version 25.0. The result showed that leadership style significantly affected employee performance, organizational culture significantly affected employee performance, human resource development significantly affected employee performance, and all three factors—leadership style, organizational culture, and human resource development—simultaneously affected employee performance.

Keywords — Motivation, Work Allocation, Job Performance