

ABSTRAK

Permasalahan penelitian ini berfokus pada belum optimalnya kinerja personel Biddokkes Polda Lampung yang ditandai dengan keluhan terhadap beban tugas yang berat, munculnya stres kerja, serta ketidaknyamanan akibat konflik internal dan kurangnya apresiasi atas hasil kerja. Kondisi tersebut menunjukkan perlunya perbaikan gaya kepemimpinan, peningkatan motivasi, dan penguatan disiplin kerja guna mencapai kinerja yang optimal. Kebaruan penelitian ini terletak pada analisis simultan peran gaya kepemimpinan, motivasi kerja, dan disiplin kerja terhadap kinerja personel di bidang kedokteran dan kesehatan kepolisian. Penelitian ini menggunakan pendekatan kuantitatif dengan 84 responden yang dipilih melalui teknik *purposive sampling*, kemudian dianalisis dengan regresi menggunakan *Statistical Package for the Social Sciences* (SPSS) versi 25.0 for Windows. Hasil penelitian menunjukkan bahwa gaya kepemimpinan, motivasi kerja, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja personel baik secara parsial maupun simultan. Di antara ketiga variabel tersebut, disiplin kerja memiliki pengaruh paling dominan terhadap peningkatan kinerja. Oleh karena itu, rekomendasi penelitian ini menekankan pentingnya kepemimpinan yang adil dan konsisten, peningkatan motivasi melalui pelatihan dan penghargaan berbasis kinerja, serta penerapan disiplin yang tegas dan merata untuk mendukung kinerja optimal personel Biddokkes Polda Lampung.

Kata Kunci: Gaya Kepemimpinan, Motivasi Kerja, Disiplin Kerja, Kinerja Personel, Biddokkes Polda Lampung

ABSTRACT

This study focuses on the suboptimal performance of personnel at the Medical and Health Division (Biddokkes) of the Lampung Regional Police, as indicated by complaints about heavy workloads, the emergence of work-related stress, and discomfort caused by internal conflicts and a lack of appreciation for work results. These conditions highlight the need for improvements in leadership style, motivation enhancement, and work discipline strengthening to achieve optimal performance. The novelty of this research lies in its simultaneous analysis of the roles of leadership style, work motivation, and work discipline on the performance of personnel in the field of police medicine and health. The study employs a quantitative approach with 84 respondents selected through purposive sampling, and data were analyzed using regression techniques with the aid of the Statistical Package for the Social Sciences (SPSS) version 25.0 for Windows. The results reveal that leadership style, work motivation, and work discipline have a positive and significant influence on personnel performance, both partially and simultaneously. Among these three variables, work discipline has the most dominant effect on performance improvement. Therefore, the study recommends fostering fair and consistent leadership, enhancing motivation through training and performance-based rewards, and implementing firm and equitable discipline to support the optimal performance of Biddokkes Polda Lampung personnel.

Keywords: *Leadership Style, Work Motivation, Work Discipline, Personnel Performance, Biddokkes Polda Lampung*