

ABSTRAK

ANALISIS GAYA KEPEMIMPINAN TRANSFORMASIONAL, MOTIVASI KERJA, DAN PENGHARGAAN TERHADAP KINERJA PERSONEL DITRESNARKOBA POLDA LAMPUNG

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Kinerja personel kepolisian merupakan faktor krusial dalam mendukung keberhasilan tugas organisasi, khususnya di lingkungan Ditresnarkoba Polda Lampung yang menghadapi tantangan berat dalam penanggulangan tindak pidana narkoba. Namun, pencapaian kinerja optimal seringkali dipengaruhi oleh faktor kepemimpinan, tingkat motivasi, serta sistem penghargaan yang berlaku. Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, motivasi kerja, dan penghargaan terhadap kinerja personel Ditresnarkoba Polda Lampung. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif. Data primer diperoleh melalui penyebaran kuesioner berskala Likert kepada 40 responden yang dipilih menggunakan teknik purposive sampling berdasarkan kriteria tertentu. Metode analisis yang digunakan adalah regresi linier berganda untuk menguji pengaruh simultan maupun parsial antar variabel. Hasil penelitian menunjukkan bahwa gaya kepemimpinan transformasional, motivasi kerja, dan penghargaan berpengaruh signifikan terhadap peningkatan kinerja personel. Motivasi kerja terbukti menjadi faktor paling dominan dalam mendorong produktivitas dan efektivitas kerja. Selain itu, penghargaan juga memberikan pengaruh positif terhadap semangat dan dedikasi personel. Temuan ini menegaskan bahwa kepemimpinan yang inspiratif, motivasi kerja yang tinggi, serta sistem penghargaan yang tepat merupakan faktor penting dalam peningkatan kinerja organisasi.

Kata kunci: Gaya Kepemimpinan Transformasional, Motivasi Kerja, Penghargaan, Kinerja Personel, Ditresnarkoba Polda Lampung.

ABSTRACT

ANALYSIS OF TRANSFORMATIONAL LEADERSHIP STYLE, WORK MOTIVATION, AND REWARDS ON PERSONNEL PERFORMANCE AT THE NARCOTICS DIRECTORATE OF LAMPUNG REGIONAL POLICE

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The performance of police personnel is a crucial factor in supporting the success of organizational tasks, particularly within the Narcotics Directorate of Lampung Regional Police, which faces major challenges in combating drug-related crimes. However, achieving optimal performance is often influenced by leadership style, the level of work motivation, and the reward system in place. This study aims to analyze the influence of transformational leadership style, work motivation, and rewards on the performance of personnel at the Narcotics Directorate of Lampung Regional Police. The research employed a quantitative approach with an associative method. Primary data were collected through closed questionnaires using a Likert scale distributed to 40 respondents selected by purposive sampling based on specific criteria. Multiple linear regression analysis was applied to examine both the simultaneous and partial effects among the variables. The findings indicate that transformational leadership style, work motivation, and rewards have a significant effect on improving personnel performance. Work motivation proved to be the most dominant factor in driving productivity and work effectiveness. Rewards also have a significant positive effect on the enthusiasm and dedication of personnel. Simultaneously, the three independent variables significantly affect the performance of personnel at the Narcotics Directorate of Lampung Regional Police. These results emphasize that inspirational leadership, high work motivation, and an appropriate reward system are key factors in enhancing organizational performance.

Keywords: Transformational Leadership Style, Work Motivation, Rewards, Personnel Performance, Narcotics Directorate of Lampung Regional Police.