

ABSTRAK

Penelitian ini berjudul Pengaruh Kompetensi dan Gaya Kepemimpinan terhadap Disiplin Kerja Karyawan Dinas Pemuda dan Olahraga Provinsi Jawa Barat. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh kompetensi dan gaya kepemimpinan terhadap disiplin kerja karyawan Dinas Pemuda dan Olahraga Provinsi Jawa Barat. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kualitatif dan kuantitatif. Teknik pengumpulan data melalui wawancara, observasi dan kuesioner. Teknik pengambilan sampel yaitu *accidental sampling* dengan menggunakan rumus *Slovin* didapat sebanyak 57 karyawan. Berdasarkan hasil penelitian tanggapan karyawan mengenai kompetensi di Dinas Pemuda dan Olahraga dinyatakan sangat baik. Tanggapan karyawan mengenai gaya kepemimpinan dinyatakan sangat baik. Dan tanggapan karyawan mengenai disiplin kerja dinyatakan sangat tinggi. Hasil uji hipotesis kompetensi secara parsial berpengaruh terhadap disiplin kerja karyawan. Gaya kepemimpinan secara parsial berpengaruh terhadap disiplin kerja karyawan. Pengaruh Kompetensi dan Gaya Kepemimpinan berpengaruh secara simultan terhadap Disiplin Kerja Karyawan Dinas Pemuda dan Olahraga Provinsi Jawa Barat

Kata kunci: Kompetensi, Gaya Kepemimpinan, Disiplin Kerja Karyawan

ABSTRACT

This study entitled The Effect of Competence and Leadership Style on Employee Discipline of the Youth and Sports Service of West Java Province. The purpose of this study was to determine the influence of competency and leadership style on the work discipline of employees of the Youth and Sports Service of West Java Province. The research method used is descriptive and verification methods with qualitative and quantitative approaches. Data collection techniques through interviews, observation and questionnaires. The sampling technique is accidental sampling using the Slovin formula obtained as many as 57 employees. Based on the results of the research the employee's response regarding competence in the Youth and Sports Service was stated to be very good. Employee responses regarding leadership style are stated to be very good. And the employee's response to work discipline is stated to be very high. The results of the competency hypothesis test partially affect employee work discipline. Leadership style partially affects employee work discipline. The Influence of Competency and Leadership Style simultaneously affects the Employee Discipline of the Youth and Sports Service of West Java Province

Keywords: Competence, Leadership Style, Employee Work Discipline