

ABSTRAK

Penelitian ini bertujuan untuk mengetahui cara meningkatkan kinerja SDM melalui gaya kepemimpinan dan motivasi intrinsik dengan *satisfaction with work itself* sebagai variabel intervening. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan bagian produksi PT. Glory Industrial Semarang. Teknik pengambilan sampel menggunakan teknik *non-probability sampling* dengan menggunakan metode *purposive sampling*. Sampel diambil sebanyak 84 responden dengan instrumen penelitian berupa kuesioner. Analisis data menggunakan SPSS 21.0. Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap *satisfaction with work itself*. Motivasi intrinsik berpengaruh positif dan signifikan terhadap *satisfaction with work itself*. Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja SDM. Motivasi intrinsik berpengaruh positif dan signifikan terhadap kinerja SDM. *Satisfaction with work itself* berpengaruh positif dan signifikan terhadap kinerja SDM. *Satisfaction with work itself* tidak mampu menjadi variabel intervening antara gaya kepemimpinan dan motivasi intrinsik terhadap kinerja SDM.

Kata Kunci: Gaya Kepemimpinan, Motivasi Intrinsik, Satisfaction With Work Itself Kinerja SDM

ABSTRACT

This study aims to determine how to improve HR performance through leadership style and intrinsic motivation with satisfaction with work itself as an intervening variable. The population used in this study were all employees of PT. Glory Industrial Semarang. The sampling technique uses non-probability sampling technique using purposive sampling method. Samples were taken as many as 84 respondents with a research instrument in the form of a questionnaire. Data analysis using SPSS 21.0. The results of this study indicate that the leadership style has a positive and significant effect on satisfaction with work itself. Intrinsic motivation has a positive and significant effect on satisfaction with work itself. Leadership style has a positive and significant effect on HR performance. Intrinsic motivation has a positive and significant effect on HR performance. Satisfaction with work itself has a positive and significant effect on HR performance. Satisfaction with work itself is not able to be an intervening variable between leadership style and intrinsic motivation on HR performance.

*Keywords: Leadership Style, Intrinsic Motivation, Satisfaction With Work Itself
HR Performance*