

ABSTRACT

***THE EFFECT OF LEADERSHIP STYLE, ORGANIZATIONAL CULTURE,
QUALITY OF HUMAN RESOURCES AND MOTIVATION ON THE
PERFORMANCE OF VILLAGE UNIT COOPERATIVES
(Cencus on Village Unit Cooperatives Tasikmalaya City,
Tasikmalaya Regency and Ciamis Regency)***

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This study aims to determine: (1) The influence of leadership style, organizational culture, quality of human resources, motivation and performance of village unit cooperatives in Tasikmalaya City, Tasikmalaya Regency and Ciamis Regency. (2) The influence of leadership style, organizational culture, quality of human resources and motivation partially on the performance of village unit cooperatives in Tasikmalaya City, Tasikmalaya Regency and Ciamis Regency. (3) The influence of leadership style, organizational culture, quality of human resources and motivation simultaneously on the performance of village unit cooperatives in Tasikmalaya City, Tasikmalaya Regency and Ciamis Regency. The sample in this study is the entire population of 61 village units cooperatives. The result of this study are quantitative with a descriptive approach, using primary data and using path analysis techniques. The result of the study concluded that: (1) Partially, leadership style, organizational culture, quality of human resources and motivation had a positive and significant effect on the performance of village unit cooperatives. (2) Simultaneously leadership style, organizational culture, quality of human resources and motivation have a positive and significant effect on the performance of village unit cooperatives.

Keywords: leadership style, organizational culture, quality of human resources, motivation, performance

ABSTRAK

**PENGARUH GAYA KEPEMIMPINAN, BUDAYA ORGANISASI,
KUALITAS SUMBER DAYA MANUSIA DAN MOTIVASI
TERHADAP KINERJA KOPERASI UNIT DESA
(Sensus Pada Koperasi Unit Desa (KUD) Kota Tasikmalaya,
Kabupaten Tasikmalaya dan Kabupaten Ciamis)**

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia, motivasi dan kinerja KUD Kota Tasikmalaya, Kabupaten Tasikmalaya dan Kabupaten Ciamis. (2) Pengaruh gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia dan motivasi secara parsial terhadap kinerja KUD Kota Tasikmalaya, Kabupaten Tasikmalaya dan Kabupaten Ciamis. (3) Pengaruh gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia dan motivasi secara simultan terhadap kinerja KUD Kota Tasikmalaya, Kabupaten Tasikmalaya dan Kabupaten Ciamis. Hasil penelitian ini berjenis kuantitatif dengan pendekatan deskriptif, menggunakan data primer serta menggunakan teknik analisis jalur. Hasil penelitian menyimpulkan bahwa: (1) Secara parsial gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia dan motivasi berpengaruh positif dan signifikan terhadap kinerja koperasi unit desa. (2) Secara simultan gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia dan motivasi berpengaruh positif dan signifikan terhadap kinerja koperasi unit desa.

Kata kunci: gaya kepemimpinan, budaya organisasi, kualitas sumber daya manusia, motivasi, kinerja