

**HUBUNGAN GAYA KEPEMIMPINAN DAN LINGKUNGAN KERJA  
DENGAN MOTIVASI KERJA ANGGOTA SATUAN  
BRIGADE MOBILE KEPOLISIAN DAERAH  
SUMATERA UTARA**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan gaya kepemimpinan dan lingkungan kerja dengan motivasi kerja. Penelitian dilaksanakan di BRIMOB POLDA SUMUT. Jumlah responden dalam penelitian ini adalah 106 anggota Brimob Polda Sumut dengan teknik pengambilan sampel *random sampling*. Berdasarkan analisis data *rank spearman* diperoleh taraf signifikan antara gaya kepemimpinan (X1) dengan motivasi kerja (Y) dengan nilai signifikan  $0,000 < 0,05$ , artinya membuktikan bahwa terdapat hubungan secara parsial gaya kepemimpinan dengan motivasi kerja. Sedangkan hubungan lingkungan kerja (X2) dengan motivasi kerja (Y) dengan nilai signifikan  $0,000 < 0,05$ . Hal tersebut membuktikan bahwa terdapat hubungan secara parsial lingkungan kerja dengan motivasi kerja. Sedangkan taraf signifikansi gaya kepemimpinan (X1) dan lingkungan kerja (X2) dengan motivasi kerja (Y) dengan nilai signifikan  $0,000 < 0,05$  berhubungan secara simultan, maka hipotesis dalam penelitian ini diterima. Besar korelasi hubungan gaya kepemimpinan dan lingkungan kerja dengan motivasi kerja anggota satuan BRIMOB sebesar 49.7% .

**Kata Kunci:** Gaya Kepemimpinan, Lingkungan Kerja, Motivasi Kerja

**RELATIONSHIP OF LEADERSHIP STYLE AND WORK  
ENVIRONMENT  
WITH MOTIVATION OF UNITED WORKING MEMBERS  
BRIGADE MOBILE REGIONAL POLICE  
NORTH SUMATRA**

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**ABSTRACT**

This study aims to determine the relationship between leadership style and work environment with work motivation. The research was conducted at BRIMOB POLDA SUMUT. The number of respondents in this study was 106 members of BRIMOB POLDA SUMUT with sampling technique random sampling. Based on spearman rank data analysis, there is a significant level between leadership style (X1) with work motivation (Y) with significant value  $0.000 < 0,05$ , that was to prove that there was a partial relationship of leadership style with work motivation. While the working environment relation (X2) with work motivation (Y) with significant value  $0,000 < 0,05$ . It proves that there was a partial relationship work environment with work motivation. While the significance level of leadership style (X1) and work environment (X2) with work motivation (Y) with significant value  $0,000 < 0,05$  were related simultaneously, the hypothesis in this research was accepted. The correlation of leadership style relation and work environment with work motivation of BRIMOB members was 49.7% .

Keywords: Leadership Style, Work Environment, Work Motivation