

ABSTRACT

This study aims to determine the leadership style and job satisfaction of employees as well as the influence of leadership style (autocratic, democratic, and laissez-faire) simultaneously and partially on employee job satisfaction on PO. Haryanto.

PO. Haryanto made an effort to produce quality human resources. A good leadership style will improve employee performance. If the employee's performance is good, then it identifies employee job satisfaction which is an embodiment of the accumulation of behavior and performance of individuals or groups. Based on job satisfaction on leadership styles that applied in PO. Haryanto still hasn't reached 100%. Related to this matter, it is necessary to do research on the leadership style that applied in PO. Haryanto in order to increase work satisfaction of employees of PO. Haryanto.

This method of data collection is done through questionnaires to 50 respondents which is the number of samples taken from the purposive sampling technique. The analysis used in this study is multiple regression analysis.

The results showed that 85% autocratic leadership style was included in the excellent category, 38% democratic leadership style in the bad category, laissez-faire style in the fairly good category with a percentage of 54.25% and job satisfaction at 63.28% included in the fairly good category. The results of multiple regression analysis show that partially the autocratic leadership style variables have a positive effect on employee job satisfaction on PO. Haryanto. This can be seen from the value of t count (5.398) > t table (1.677) and the significance level of $0.00 < 0.05$. While the leadership style simultaneously has a significant effect on job satisfaction. This can be seen from f count > f table (14,761 > 3,20) and the level of significance is $0.00 < 0.05$. The coefficient of determination shows that the leadership style variables significantly influence employee job satisfaction by 49.8% and 50.2% influenced by other variables outside of this study.

Conclusion of this study, leaders are advised to maintain, improve the autocratic leadership style and balance with other leadership styles. And Employee Job Satisfaction at PO. Haryanto has entered the category quite well, but there are factors that need to be considered such as financial factors and psychological factors so that employees can maximize the performance of each and will have an impact on the progress and development of the company.

Keywords: Leadership Style, Autocratic, Democratic, Freedom (Laissez-faire), Job Satisfaction