

ABSTRACT

In an organization as well as the Agency's human resources (HR) is one of the factors that are important, this is because the HUMAN RESOURCES operational activator is a tool in the achievement of the goals. With this Organization should pay more attention to the supervision and development of HUMAN RESOURCES in the improvement of its quality by increasing the motivation of his work. Many things can affect the motivation of working employees, one of whom is a style of leadership. This research aims to find out how big the autocratic leadership style, leadership style and leadership style democratic freedoms in Department of agriculture North Sumatera Province, how big is the motivation of working employees of the Department of Agriculture of North Sumatra Province and how great the influence of leadership styles work motivation against officers and simultaneous partially on Department of agriculture North Sumatera Province. This research using quantitative methods to the type of research used are descriptive and causal research. The population in this study are employees of the Department of Agriculture of the province of North Sumatra. Sample research amounted to 80 people with a sampling technique that is proportionate random sampling. Data analysis techniques used are descriptive analysis and multiple linear regression analysis is tested with a classic assumption test, test-t, test-f, as well as the coefficient of determination (R²) and the processing of such data is done using SPSS version 16.0 application assistance.

Based on the results of a multiple linear regression is known to influence the leadership style that consists of autocratic leadership style, leadership style, leadership style and democratic freedom of the multiple linear regression results obtained are known for autocratic leadership style has influences of 7%, for a democratic leadership style of 37,1%, and for the leadership style of freedom amounted to 0.7%. However, in the test results obtained by t for t autocratic leadership style is hitungnya 0.848, for a democratic leadership style of 4.045, and to the leadership style of 0.082 bebasan, then count of t can be expressed to three free variables are simply a democratic leadership style has a greater value from the t table i.e. 1,664. The next level is also obtained by the significance of the free variables, three for autocratic leadership style of 0.399, for a democratic leadership style of 0.000, and to the leadership style of freedom from those results, 0.935 can be expressed a level of significance of the three variables that only a democratic leadership style that has a significant level of greater than 0.05, meaning the democratic leadership style has influence partially the working motivation against employees of the Department of Agriculture of the province of North Sumatra. The next of the test results obtained by f count of 6.512 greater than f table i.e. 2.72, then the influential leadership style can be expressed simultaneously against the Department of agriculture employee job motivation of North Sumatra, and in the coefficient of determination (R²) was obtained by 20.4% of the leadership style of the variable, then the rest is explained by other variables not examined in this study. So it can be concluded that there are influences between leadership style against the motivation of working employees either simultaneous or partially on Department of agriculture North Sumatera Province.

Keywords: Leadership Styles, Motivation To Work, Department Of Agriculture North Sumatera Province