

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan kontigensi terhadap perilaku pemimpin, (2) pengaruh perilaku pemimpin terhadap kinerja karyawan, (3) pengaruh kepemimpinan kontigensi terhadap kinerja karyawan (4) pengaruh kepemimpinan kontigensi terhadap kinerja karyawan melalui perilaku pemimpin.

Jenis penelitian dalam penelitian ini adalah penelitian korelasi. Populasi pada penelitian ini adalah seluruh karyawan PT Telkom Akses Pekalongan. Teknik pengambilan sampel menggunakan sampel *proporsional* dengan jumlah sampel sebanyak 67 orang. Teknik pengumpulan data menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yang digunakan untuk menjawab hipotesis adalah analisis jalur.

Hasil penelitian ini menunjukkan bahwa: (1) terdapat pengaruh positif kepemimpinan kontigensi terhadap perilaku pemimpin, (2) terdapat pengaruh positif perilaku pemimpin terhadap kinerja karyawan, (3) terdapat pengaruh positif kepemimpinan kontigensi terhadap kinerja karyawan, (4) terdapat pengaruh positif kepemimpinan kontigensi terhadap kinerja karyawan melalui perilaku pemimpin.

**Kata kunci:** Kepemimpinan Kontingensi, Perilaku Pemimpin, dan Kinerja Karyawan

## **ABSTRACT**

*This study aims to determined: (1) effect of contingency leadership on employee leader behaviour, (2) the effect leader behaviour on employee performance, (3) the effect of contingency leadership on employee performance, (4) the effect of contingency leadership on employee performance through leader behaviour.*

*This type of research in this study was correlation research. The population in this study was that all employee of PT Telkom Akses Pekalongan. The sampling technique used proportional samplingwith a sample size of 67 people. Data collection techniques using questionnaires that have been tested for validity and reliability. Data analysis techniques used to answer the hypothesis was path analysys.*

*The results of this study indicate that: (1) there was positive effect of contingency leadership on leader behaviour, (2) there was positive effect of leader behaviour on employee performance, (3) there was positive effect of contingency leadership on employee performance, (4) there was positive effect of contingency leadership on employee performance through leader behaviour.*

***Keywords: Contingency Leadership, Leader Behavior, and Employee Performance***