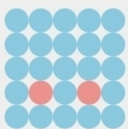




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Program Pascasarjana Manajemen dan Bisnis  
Institut Pertanian Bogor

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## ABSTRACT

*The Effect of Leadership Style towards  
Job Satisfaction and Employee Performance in  
Perusahaan Daerah Obyek Wisata Taman Kyai Langgeng (PDOW TKL),  
Magelang, Central Java*

*Nugroho Setiawan*

*The objective of this study is to define the effect of Leadership Style toward Job Satisfaction and Employee Performance. The research was held at PDOW TKL using a questionnaire disseminated to 115 employees of the organization. The data gathered from the respondents were transformed into quantitative data using a Likert Scale of 5. The data was then analyzed using Structural Equation Modelling (SEM) with the help of LISREL 8.51. Twelve (12) indicators were used as the objects of analysis and classified into 4 dimensions of leadership style that effects Job Satisfaction and Employee Performance. These dimensions are: Telling, Participating, Delegating and Selling.*

*The results of this study showed that the SEM model was valid and reliable by having fulfilled all of SEM's Good of Fitness indicators. Based on the Structural Model, leadership style has a stronger direct effect on Work Satisfaction than Job Performance. From the four styles of leadership that this study analyzed, Participating and Telling both showed the biggest contribution in building Leadership Style. While the External Variable or Hygiene Factor has the biggest contribution in building Work Satisfaction.*

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