

## INTISARI

Penelitian ini bertujuan untuk mengetahui persepsi bawahan terhadap gaya kepemimpinan dr. Hasto Wardoyo, Sp.OG(K).

Penelitian menggunakan rancangan penelitian kuantitatif dengan metode deskriptif - expalanory. Populasi dalam penelitian ini adalah seluruh pegawai di Kabupaten Kulon Progo. Jumlah sampel dalam penelitian ini ditentukan dengan rumus Paul Leedy sejumlah 96 responden. Teknik sampling yang digunakan adalah multistage sampling. Pengambilan sampel dilakukan pertama menentukan tempat pengumpulan data, yaitu kantor bupati dan seluruh kecamatan yang terdiri dari 12 kecamatan, serta badan dan dinas dipilih masing-masing 4 kantor. Langkah selanjutnya adalah memilih sampel dengan *accidental sampling*, yaitu 2 responden di 10 kecamatan dan 3 responden di 2 kecamatan, 30 responden di kantor bupati, dan masing-masing 5 responden di badan dan dinas. Pengumpulan data dilakukan dengan kuesioner, yaitu Multifactor Leadership Questionnaire (MLQ) Leader Form. Teknik analisis data digunakan deskriptif kuantitatif.

Hasil penelitian didapatkan disimpulkan bahwa gaya kepemimpinan bupati Kulon Progo dr. H. Hasto Wardoyo, Sp.OG (K) adalah gaya kepemimpinan transformasional. Berdasarkan faktor-faktor kepemimpinan transformasional didapatkan bahwa kecuali faktor pertimbangan individual yang dinilai rendah, faktor kepemimpinan transformasional lainnya dinilai tinggi. Faktor motivasi inspirasi merupakan faktor kepemimpinan transformasional yang paling menonjol dan faktor pertimbangan individual merupakan faktor yang paling lemah.

Kata kunci: kepemimpinan transformasional, kepemimpinan transaksional, laissez-faire

## **ABSTRACT**

This study aims to determine the perception of subordinates to the leadership style of Dr. Hasto Wardoyo, Sp.OG (K).

This study uses a quantitative approach with descriptive methods - expalanory. The study population was all government employees in Kulon Progo Regency. The number of samples in the study was determined by the Paul Leedy formula which amounted to 96 respondents. The sampling technique used is multistage sampling. Sampling was done first by determining the data collection site, namely the regent's office and all sub-districts consisting of 12 sub-districts, as well as 4 agencies and agencies selected. Next, choosing a sample with accidental sampling, which is 2 respondents in 10 sub-districts and 3 respondents in 2 sub-districts, 30 respondents in the regent's office, and 5 respondents in the agency and service. Data collection is done in a confidential manner, namely the Multifactor Leadership Questionnaire (MLQ) Leader Form. The data analysis technique used is descriptive quantitative.

The results of the study concluded that the leadership style of the regent of Kulon Progo dr. H. Hasto Wardoyo, Sp.OG (K) is a transformational leadership style. Based on the factors of transformational leadership it was found that except for individual consideration factors which were considered low, other factors of transformational leadership were considered high. Factors of inspiration motivation are the most prominent factors of transformational leadership and individual consideration factors are the weakest factors.

Keyword : transformational leadership, transactional leadership, laissez-faire