

## INTISARI

Sistem pengendalian diagnostik dan interaktif terbukti mampu meningkatkan kinerja karyawan ketika dikombinasikan dengan penggunaan pengukuran kinerja objektif dan subjektif. Namun, analisis tersebut belum diteliti dalam konstruk *supervisory style*. Sehingga, penelitian ini bertujuan untuk menguji pengaruh hubungan gaya kepemimpinan manajer terhadap sikap dan perilaku bawahan baik secara langsung maupun tidak langsung yang dimediasi oleh pengukuran kinerja diagnostik dan interaktif. Pengujian dilakukan pada 152 karyawan yang bekerja di 10 perusahaan yang bergerak di sektor jasa, dagang dan manufaktur. Ditemukan hasil bahwa gaya kepemimpinan manajer mampu memengaruhi secara langsung terhadap sikap dan perilaku bawahan serta mampu memengaruhi secara tidak langsung yang dimediasi oleh pengukuran kinerja diagnostik dan interaktif. Tetapi, pengukuran kinerja subjektif interaktif tidak mampu memengaruhi gaya kepemimpinan terhadap sikap dan perilaku bawahan.

**Kata kunci:** Gaya Kepemimpinan, Pengukuran Kinerja, Sistem Pengendalian Diagnostik dan Interaktif.

## ABSTRACT

*Diagnostic and interactive control systems proven to improve employee performance when combined with the use of objective and subjective performance measurement. However, the analysis has not been studied in the construct supervisory style. Thus, this study aimed to examine the relationship effect of manager leadership style on the attitudes and behavior of subordinates either directly or indirectly mediated by diagnostic and interactive performance measurement. Testing was conducted on 152 employees working in 10 companies engaged in the service sector, trade and manufacturing. Found that the manager leadership style is able to directly affect the attitudes and behavior of subordinates and is able to influence indirectly mediated by diagnostic and interactive performance measurement. However, performance measurement of interactive subjective is not able to influence the leadership style on attitudes and behaviors of subordinates.*

**Keywords:** *Leadership Style, Performance Measure, Diagnostic and Interactive Control System.*