

ABSTRACT

This research aim to determine the impact of democratic leadership styles in Yayasan Pendidikan Telkom, to know work motivation of employee in Yayasan Pendidikan Telkom and to determine the impact of democratic leadership styles toward employee work motivation simultaneously and partially in Yayasan Pendidikan Telkom.

The method used in this research is quantitative method with this type of research is a descriptive study and causal. The type of data needed for the study are primary data and secondary data. While the techniques used in collecting data for the study were interviews, questionnaires and literature study. This research that used type of jenuh sample as sampling technique, with the result that population number of people 69 are used as sample. Analysis of data used is descriptive and multiple liniear regression analysis.

Based on the result of data processing of multiple linear regression analysis, the result of hypothesis testing simultaneously, democratic leadership style variables have impact significantly toward employee work motivation in Yayasan Pendidikan Telkom. Based on the results of partial hypothesis test, there are policy variables and procedure variables that has significant effect on work motivation, while division of tasks, praise and criticism has no significant effect on work motivation. Based on coefficient of determination is obtained that the impact of democratic leadership styles variables (X) on the work motivation (Y) is 84,2% and the remaining is 15,8% of rest is affected by other factors that were not examined in this research.

Keyword : Democratic Leadership Style, Work Motivation.