

ABSTRAK

Mendrofa, Novekrisman. Analisis Gaya Kepemimpinan dalam meningkatkan Disiplin Kerja di Kantor Kecamatan Hiliduho Kabupaten Nias. Dibawah Pembimbingan Suka'aro Waruwu, S.E.,S.H.,M.M

Penelitian ini berjudul “*Analisis Gaya Kepemimpinan dalam Meningkatkan Disiplin Kerja di Kantor Kecamatan Hiliduho Kabupaten Nias*” yang bertujuan untuk mengetahui: (1) gaya kepemimpinan yang diterapkan di Kantor Kecamatan Hiliduho, (2) tingkat disiplin kerja pegawai di lingkungan kantor tersebut, dan (3) faktor pendukung serta penghambat dalam penerapan gaya kepemimpinan yang efektif untuk meningkatkan disiplin kerja. Penelitian ini menggunakan pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi kepada camat serta beberapa pegawai struktural dan staf di Kantor Kecamatan Hiliduho. Hasil penelitian menunjukkan bahwa gaya kepemimpinan yang diterapkan oleh Camat Hiliduho bersifat partisipatif, dan komunikatif. Camat berperan aktif dalam membina kedisiplinan pegawai melalui pendekatan persuasif, memberi teladan, serta menjaga komunikasi terbuka dengan seluruh jajaran. Tingkat disiplin kerja pegawai secara umum tergolong cukup baik, ditandai dengan kehadiran yang stabil, kepatuhan terhadap aturan, serta tanggung jawab dalam pelaksanaan tugas. Namun, masih terdapat kelemahan dalam hal konsistensi pelaksanaan aturan dan belum maksimalnya pengawasan berbasis sistem. Faktor pendukung utama dalam efektivitas kepemimpinan tersebut meliputi keteladanan pimpinan, motivasi yang diberikan kepada pegawai, apresiasi terhadap kinerja, serta dukungan dari pihak atasan. Sementara itu, hambatan yang dihadapi meliputi toleransi terhadap pelanggaran ringan, komunikasi internal yang belum merata, serta belum optimalnya penggunaan teknologi dalam pengawasan disiplin kerja. Dengan demikian, keberhasilan peningkatan disiplin kerja sangat bergantung pada keseimbangan antara ketegasan aturan dan empati dalam kepemimpinan, serta perlunya peningkatan sistem manajemen internal yang lebih terstruktur dan konsisten.

Kata Kunci: GayaKepemimpinan, Disiplin Kerja.

Abstract

Hulu, Wirman Hati. 2025. *An Analysis of Leadership Style in Improving Work Discipline at the Hiliduho Sub-District Office, Nias Regency*. Under the Supervision of Suka'aro Waruwu, S.E., S.H., M.M.

This study is entitled “*An Analysis of Leadership Style in Improving Work Discipline at the Hiliduho Sub-District Office, Nias Regency*” and aims to: (1) identify the leadership style implemented at the Hiliduho Sub-District Office, (2) assess the level of employee work discipline in the office environment, and (3) explore the supporting and inhibiting factors in the implementation of an effective leadership style to enhance work discipline. This research employs a qualitative approach using data collection techniques such as in-depth interviews, observation, and documentation involving the sub-district head (camat), several structural officials, and staff at the Hiliduho Sub-District Office. The findings reveal that the leadership style applied by the Camat of Hiliduho is participative, humanistic, and communicative. The Camat plays an active role in fostering employee discipline through a persuasive approach, setting a good example, and maintaining open communication with all levels of staff. Overall, the level of work discipline among employees is considered adequate, as reflected in consistent attendance, compliance with regulations, and responsibility in task execution. However, there are still weaknesses in the consistency of rule enforcement and the underutilization of system-based supervision. Key supporting factors for effective leadership include the leader's exemplary behavior, the motivation provided to employees, recognition of performance, and support from higher authorities. On the other hand, the challenges faced include leniency toward minor repeated violations, uneven internal communication, and suboptimal use of technology in monitoring discipline. Thus, the success of improving work discipline largely depends on a balanced approach between strict rule enforcement and empathetic leadership, along with the need for a more structured and consistent internal management system.

Keywords: *Leadership Style, Work Discipline.*