

Peran Komunikasi Kepemimpinan Camat Dalam Membangun Motivasi Kerja Pegawai Kecamatan Lembah Gumanti Kabupaten Solok

ABSTRAK

Penelitian ini membahas peran camat dalam membangun motivasi kerja pegawai studi analisis di kantor kecamatan kecamatan lembah gumanti kabupaten solok fokus penelitian ini yaitu peran bersifat interpersonal, peran sebagai pemecah masalah, peran bersifat informasional, peran sebagai komunikator, peran dalam pengambilan keputusan. Penelitian penggunaan pendekatan deskriptif kualitatif yaitu menggambarkan peran camat dalam memberi motivasi kerja pegawai studi analisis di kantor camat kecamatan Lembah gumanti kabupaten solok. Sumber data yang digunakan ada 2 jenis yaitu data primer dan sekunder, data primer adalah data yang di peroleh melalui wawancara. Sedangkan data sekunder melalui dokumen dan arsip. Hasil penelitian menunjukkan bahwa terdapat beberapa peran camat dalam meningkatkan motivasi kerja pegawai studi analisis di kantor camat kecamatan Lembah gumanti kabupaten solok. yaitu 1) camat menjaga hubungan baik serta mampu memberikan arahan kepada pegawainya; 2) camat berperan memberikan pemahaman dan kesadaran kepada pegawai, namun masih kurang tegas; 3) camat berperan dalam menyelesaikan masalah dengan melakukan koordinasi terlebih dahulu; 4) camat berperan dalam memberi informasi dan penyampaian informasi yang terkoordinasi cukup baik; 5) camat berperan dalam melakukan pengawasan, pemantauan dan memberi perintah kepada pegawainya; 6) camat berperan mengambil keputusan dengan pertimbangan dan diskusi beberapa subbag kepala pegawai.

Kata kunci : peran, camat, motivasi

The Role of Sub-district Head Leadership Communication in Building Work Motivation of Employees in Lembah Gumanti Sub-district, Solok Regency

ABTRACT

This study examines the role of the sub-district head in building work motivation for employees in the analysis study at the Lembah Gumanti sub-district office in Solok Regency. The focus of this study is on interpersonal roles, problem-solving roles, informational roles, communicator roles, and decision-making roles. This study uses a qualitative descriptive approach to describe the sub-district head's role in motivating employees in the analysis study at the Lembah Gumanti sub-district office in Solok Regency. Two types of data sources were used: primary and secondary data. Primary data was obtained through interviews, while secondary data was obtained through documents and archives. The results indicate that the sub-district head plays several roles in improving employee work motivation at the Lembah Gumanti sub-district office in Solok Regency. These include: 1) the sub-district head maintains good relationships and provides guidance to employees; 2) the sub-district head plays a role in providing understanding and awareness to employees, although this is still lacking in assertiveness; 3) the sub-district head plays a role in resolving problems by initiating coordination; 4) the sub-district head plays a role in providing information and delivering information in a well-coordinated manner. 5) The sub-district head plays a role in supervising, monitoring, and giving orders to his employees; 6) The sub-district head plays a role in making decisions based on consideration and discussion with several sub-division heads of employees.

Keywords: role, sub-district head, motivation