

ABSTRAK

Andrianus Mayorikus Lewe, 2022 : Pengaruh Gaya Kepemimpinan, Motivasi Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan pada PT Indonesia Comnets Plus (ICON+) Cabang Tanjungpinang

Tim Promotor : Dr. Dodi Dermawan, S.E., M.Ec dan Risdy Absari Indah Pratiwi, S.E., M.Si.

Penelitian ini bertujuan untuk menjelaskan Pengaruh Gaya Kepemimpinan, Motivasi Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian adalah 55 orang karyawan pada PT Indonesia Comnets Plus (ICON+) Cabang Tanjungpinang. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 55 orang karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan uji validitas dan realibilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Gaya Kepemimpinan (X1), Motivasi Kerja (X2), dan Disiplin Kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F_{hitung} 9.408 dengan nilai F_{tabel} 2.786 mengidentifikasi bahwa variabel Gaya Kepemimpinan, Motivasi Kerja, dan Disiplin Kerja secara silmutan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan Uji koefisien determinasi, sekitar 31,8% variabel Kinerja Karyawan dipengaruhi oleh variabel Gaya Kepemimpinan, Motivasi Kerja, dan Disiplin Kerja. Sisanya 68,2% dipengaruhi oleh faktor lain yang tidak diuji dalam penelitian ini.

Kata Kunci : Gaya Kepemimpinan, Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan.

ABSTRACT

Andrianus Mayorikus Lewe, 2022 : The Influence of Leadership Style, Work Motivation, and Work Discipline Performance on Employees at PT Indonesia Comnets Plus (ICON+) Tanjungpinang Branch

Promoter Team : Dr. Dodi Dermawan, S.E., M.Ec and Risdy Absari Indah Pratiwi, S.E., M.Si.

This study aims to explain the influence of leadership style, work motivation, and work discipline on employee performance. The population in the study were 55 employees at PT Indonesia Comnets Plus (ICON+) Tanjungpinang Branch. Sampling with saturation technique, the total sample of 55 employees. This type of research is quantitative research. The questionnaire tested the validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variables of Leadership Style (X1), Work Motivation (X2), and Work Discipline (X3) have a significant effect on Employee Performance (Y). The results of the F test obtained an F_{count} of 9.408 with a F_{table} value of 2.786 identifying that the variables of Leadership Style, Work Motivation, and Work Discipline simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, about 31.8% of the employee performance variable is influenced by the variables of leadership style, work motivation and work discipline. The remaining 68.2% is influenced by other factors not tested in this study.

Keywords : *Leadership Style, Work Motivation and Work Discipline on Employee Performance.*