

ABSTRAK

Tiyara Saswandhi, 2023: Pengaruh Gaya Kepemimpinan, Motivasi Kerja Dan Pengembangan Karir Terhadap Kinerja Karyawan Pada Perusahaan Ikan Gudang Taurus Tambelan
Dosen Pembimbing: Firmansyah Kusasi, ST., MBA dan Catri Jintar, SE., M. Si

Penelitian ini bertujuan untuk menjelaskan pengaruh gaya kepemimpinan, motivasi kerja dan pengembangan karir terhadap kinerja karyawan pada perusahaan Ikan Gudang Taurus Tambelan. Populasi dalam penelitian ini ialah karyawan Ikan Gudang Taurus Tambelan sebanyak 30 responden. Pengambilan sampel menggunakan teknik sampling jenuh didasarkan keseluruhan karyawan sejumlah 30 responden. Jenis penelitian menggunakan pendekatan kuantitatif. Data primer berasal dari kuesioner dan diuji menggunakan program SPSS 26. Pengujian validitas dan reliabilitas data dilakukan pada tiap butir kuesioner. Data dianalisis dengan regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi (R^2) menggunakan *software* SPSS versi 26. Hasil penelitian ditemukan, gaya kepemimpinan, motivasi kerja, pengembangan karir berpengaruh terhadap kinerja karyawan. Berdasarkan pengujian secara parsial variabel independen tiap nilai $t_{hitung} > t_{tabel}$ dan hasil uji F mengindikasikan variabel gaya kepemimpinan, motivasi kerja, pengembangan karir berpengaruh simultan dan signifikan terhadap kinerja karyawan dengan nilai $F_{hitung} 8,368 > F_{tabel} 2,975$ dan nilai signifikansi $0,000 < 0,05$. Berdasarkan uji koefisien determinasi (R^2) ditemukan sebesar 43,3%. Nilai tersebut menunjukkan variabel gaya kepemimpinan, motivasi kerja, pengembangan karir mampu mempengaruhi variabel kinerja karyawan. Sisanya 56,7% dipengaruhi faktor lain yang tidak bisa di jelaskan dalam penelitian ini.

Kata Kunci : Gaya kepemimpinan, motivasi kerja, pengembangan karir, kinerja karyawan

ABSTRACT

Tiyara Saswandhi, 2023: *The Effect of Leadership Style, Work Motivation and Career Development on Employee Performance at Gudang Ikan Taurus Tambelan Company*
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This study aims to explain the effect of leadership style, work motivation and career development on employee performance at Gudang Ikan Taurus Tambelan Company. The population in this study were 30 respondents of Gudang Ikan Taurus Tambelan Company. Sampling using saturated sampling technique based on all employees of 30 respondents. This type of research uses a quantitative approach. Primary data comes from a questionnaire and is tested using the SPSS 26 program. Data validity and reliability testing is carried out on each questionnaire item. The data were analyzed by multiple linear regression, including t test, F test and coefficient of determination (R^2) using SPSS software version 26. The results found, leadership style, work motivation, career development affect employee performance. Based on partial testing of the independent variables, each $t_{count} > t_{table}$ value and the F test results indicate that the variables of leadership style, work motivation, career development have a simultaneous and significant effect on employee performance with an F_{count} value of $8.368 > F_{table} 2.975$ and a significance value of $0.000 < 0.05$. Based on the coefficient of determination (R^2) test, it was found to be 43.3%. This value shows that leadership style variables, work motivation, career development are able to influence employee performance variables. The remaining 56.7% is influenced by other factors that cannot be explained in this study.

Key words: *Leadership style, work motivation, career development, employee performance*