

INTISARI

Teknik pengambilan Sampel yang digunakan pada penelitian ini adalah Teknik Slovin yang menghasilkan 61 Orang Karyawan PT. Adhya Avia Prima Cabang Surabaya yang memiliki keaslian karyawan sebanyak 72 karyawan. Teknik analisis data yang dipergunakan adalah analisis regresi linear berganda

Penelitian ini memiliki maksud untuk mengetahui serta menguji Pengaruh Variabel Pelatihan, Lingkungan Kerja, dan Gaya Kepemimpinan terhadap Kinerja Karyawan PT. Adhya Avia Prima Cabang Surabaya.

Dalam penelitian ini menunjukkan hasil bahwa Pelatihan berpengaruh positif serta signifikan terhadap Kinerja Karyawan dengan tingkat signifikan sebesar 0,003 , Lingkungan Kerja berpengaruh positif serta signifikan terhadap Kinerja Karyawan dengan tingkat signifikan sebesar 0,001 , Gaya Kepemimpinan berpengaruh positif serta signifikan terhadap Kinerja Karyawan dengan tingkat signifikan sebesar 0,020. Dengan Demikian dapat dinyatakan bahwa Kinerja Karyawan PT. Adhya Avia Prima Cabang Surabaya sangat dipengaruhi oleh Pelatihan, Lingkungan Kerja, Gaya Kepemimpinan yang diberikan oleh perusahaan

Kata Kunci : Kinerja Karyawan, Pelatihan, Lingkungan Kerja, dan Gaya Kepemimpinan



ABSTRACT


This research aimed to find out also to examine the effect on the variables of trainee, work environment, and leadership style to the employees' performance at PT. Adhya Avia Prima Surabaya Branch. The sample collection technique of this research used Slovin technique to 61 employees at PT. Adhya Avia Prima Surabaya Branch in which its real employees are 72 employees. The data analysis technique used multiple linear regressions analysis.

This research showed that the trainee gave positive and significant effect on the employees' performance with the significance level of 0.003; the work environment gave positive and significant effect on the employees' performance with the significance level of 0.001; and the leadership style gave positive and significant effect on the employees' performance with the significance level of 0.020. Therefore, it can be stated that the employees' performance at PT. Adhya Avia Prima Surabaya Branch were influenced by training, work environment, leader style which was given by the company.

Keywords: Employees' performance, training, work environment, and leader style.



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