

ABSTRAK

Tujuan penelitian untuk mengetahui dan menganalisis gaya kepemimpinan, disiplin kerja dan motivasi kerja terhadap kinerja karyawan Kantor Cabang Bank BRI Gresik.

Jenis penelitian ini menggunakan metode penelitian kuantitatif dengan teknik pengambilan sampel dilakukan dengan jenis data subject (*self report data*). populasi yang digunakan 80 responden karyawan Kantor Cabang Bank BRI Gresik. Teknik pengumpulan data menggunakan kuisioner melalui google form pada karyawan Kantor Cabang Bank BRI Gresik. Analisis dalam penelitian ini adalah analisis regresi linear berganda dengan menggunakan alat bantu SPSS versi 26.

Hasil penelitian menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan Kantor Cabang Bank BRI Gresik, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Kantor Cabang Bank BRI Gresik serta motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Kantor Cabang Bank BRI Gresik.

Kata kunci : gaya kepemimpinan, disiplin kerja, motivasi kerja, kinerja karyawan



ABSTRACT

This research analyzes the leadership style, work discipline, and work motivation of the employees' performance at the BRI Bank Gresik Branch.

The research used a quantitative method with a sample collection technique conducted by self-report data. Furthermore, the research population used 80 respondents of employees at Ban BRI Gresik Branch. Meanwhile, the data collection technique used a questionnaire through google form on the employees at Bank BRI Gresik Branch. Moreover, the research analysis used multiple linear regressions analysis with the instrument of the SPSS 26 version.

The research result concluded that leadership style had a positive and significant effect on the employees' performance at Bank BRI Gresik Branch. Likewise, work discipline had a positive and significant effect on the employees' performance at Bank BRI Gresik Branch. Similarly, work motivation had a positive and significant effect on the employees' performance at Bank BRI Gresik Branch.

Keywords: *Leadership Style, Work Discioline, Work Motivation, Employees' Performance.*



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