

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, disiplin kerja, dan motivasi kerja terhadap kinerja karyawan CV.Globalindo Kencana Sakti. Populasi dalam penelitian ini dilakukan pada karyawan CV Globalindo Kencana Sakti. Sampel yang diambil sebanyak 50 responden. Jenis penelitian ini adalah kuantitatif. Jenis data yang digunakan adalah data primer, teknik pengambilan anggota sampel menggunakan teknik total sampling, artinya seluruh anggota populasi dijadikan sampel.

Metode analisa yang digunakan dalam penelitian ini menggunakan analisa regresi linier berganda. Berdasarkan hasil penelitian ini menunjukkan bahwa gaya kepemimpinan (GK) dan Disiplin Kerja (DK) memiliki pengaruh positif dan tidak signifikan, artinya Gaya Kepemimpinan dan Disiplin Kerja berpengaruh terhadap kinerja tetapi tidak memiliki makna. Motivasi kerja (MK) memiliki pengaruh positif dan signifikan, artinya Motivasi Kerja memiliki pengaruh positif yang bermakna terhadap kinerja karyawan.

Dapat disimpulkan dari hasil penelitian ini Motivasi Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, Jika motivasi terus ditingkatkan maka kinerja karyawan meningkat. Harapannya Pimpinan CV Global Kencana Sakti terus meningkatkan motivasi kepada karyawan serta memberikan perhatian khusus kepada karyawannya.

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

ABSTRACT

This study aims to determine the effect of leadership style, work discipline, and work motivation on employee performance at CV.Globalindo Kencana Sakti. The population in this study was conducted on employees of CV Globalindo Kencana Sakti. Samples were taken as many as 50 respondents. This type of research is quantitative. The type of data used is primary data, the sampling technique used is total sampling technique, meaning that all members of the population are sampled. The analytical method used in this study uses multiple linear regression analysis. Based on the results of this study indicate that leadership style (GK) and Work Discipline (DK) have a positive and insignificant effect, meaning that Leadership Style and Work Discipline have an effect on performance but have no meaning. Work motivation (MK) has a positive and significant influence, meaning that work motivation has a significant positive influence on employee performance. It can be concluded from the results of this study that work motivation has a positive and significant effect on employee performance. If motivation continues to be improved, employee performance will increase. It is hoped that the leadership of CV Global Kencana Sakti will continue to increase motivation for employees and give special attention to their employees.

Keywords: leadership style, work discipline, work motivation, employee performance

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