

ABSTRAK

Sumber daya manusia merupakan kebutuhan utama untuk dapat menjalankan segala kegiatan yang ada diberbagai bidang organisasi atau perusahaan. Dalam melaksanakan fungsinya terdapat beberapa faktor diantaranya disiplin kerja, motivasi, gaya kepemimpinan. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh disiplin kerja, motivasi dan gaya terhadap kinerja karyawan

Populasi yang digunakan dalam penelitian ini perusahaan pada PT. Handal Prima Jaya Surabaya. Dengan menggunakan teknik sampel jenuh, sehingga diperoleh 60 responden/ karyawan. Penelitian ini menggunakan metode analisis regresi berganda dengan SPSS versi 22.

Hasil pengujian secara parsial membuktikan bahwa: 1) Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan; 2) Motivasi berpengaruh signifikan terhadap kinerja karyawan; 3) Gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: Disiplin Kerja, Motivasi, Gaya Kepemimpinan, Kinerja Karyawan



ABSTRACT

Human resource becomes the primary need to succeed in running every activity within the organization or company aspects. In line with that, to keep its function, there were some factors including work discipline, motivation, and leadership style. Therefore, this research aimed to find out and analyze the effect of work discipline, motivation, and leadership style on employees' performance.

The population was companies at PT. Handal Prima Jaya Surabaya. Furthermore, the data collection technique used area sampling, with 60 respondent employees as the sample. Moreover, the data analysis technique used multiple regression analysis with SPSS (Statistical Product and Service Solution).

The research result, partially, showed that: 1) Work discipline had a significant effect on the employees' performance at PT. Handal Prima Jaya Surabaya, 2) Motivation had a significant effect on the employees' performance at PT. Handal Prima Jaya Surabaya and 3) Leadership style had a significant effect on the employees' performance at PT. Handal Prima Jaya Surabaya.

Keywords: Work Discipline, Motivation, Leadership Style, Employees' Performance



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