

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan, motivasi, dan disiplin kerja terhadap kinerja karyawan pada PT. Gaharu Jaya Abadi.

Jenis penelitian ini menggunakan metode penelitian deskriptif dengan teknik analisis secara kuantitatif. Metode pengumpulan data yang digunakan adalah primer dengan menggunakan kuesioner. Teknik pengambilan sampel yang digunakan dalam penelitian ini dengan metode sampel jenuh yang merupakan pengambilan sampel dengan menggunakan seluruh populasi karyawan PT. Gaharu Jaya Abadi sebanyak 55 responden. Model analisis data yang digunakan adalah analisis regresi linear berganda dengan bantuan program SPSS versi 26.

Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: gaya kepemimpinan, motivasi, disiplin kerja.



ABSTRACT

This research aimed to find out and analyze the effect of leadership style, motivation, and work discipline on employees' performance at PT. Gaharu Jaya Abadi.

The reserch was descriptive-quantitative. Moreover, the data collection technique used saturated sampling, in which the member of the population was the sample. Furthermore, the population was all employees at PT. Gaharu Jaya Abadi consisting of 55 people. In line with that, there were 55 respondents as the sample. Additionally, the data were primary with questionnaires as the instrument in the data collection technique. In addition, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Soluton) 26.

The research result concluded that leaderhip style had a significantly positive effect on eployees' performance at PT. Gaharu Jaya Abadi. Likewise, motivation had a significantly positive effect on employees' performance at PT. Gaharu Jaya Abadi. Similarly, work disicipline had a significantly positive effect on employees' performance at PT.Gaharu Jaya Abadi.

Keywords: *Leadership Style, Motivation, Work Discipline.*

