

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, gaya kepemimpinan dan motivasi terhadap kinerja karyawan pada PT. Seaport Services Indonesia. Populasi yang digunakan pada penelitian ini yaitu seluruh pegawai PT. Seaport Services Indonesia.

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik *non probability* sampling yaitu sampling jenuh. Istilah lain sampling jenuh adalah sensus, artinya seluruh anggota populasi dijadikan sampel. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan jumlah sampel sebanyak 50 responden. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisa regresi linier berganda dengan menggunakan alat bantu SPSS 19.

Berdasarkan hasil penelitian uji asumsi klasik yang melalui uji normalitas, uji multikolinieritas, dan uji heteroskedastisitas menunjukkan bahwa seluruh variabel yang digunakan di dalam penelitian ini telah memenuhi asumsi klasik dan hasil penelitian uji kelayakan model menunjukkan bahwa model regresi di dalam penelitian ini layak untuk digunakan. Hasil penelitian ini menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, gaya kepemimpinan berpengaruh dan signifikan terhadap kinerja karyawan dan motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Seaport Services Indonesia.

**Kata Kunci** : lingkungan kerja, gaya kepemimpinan, motivasi, kinerja karyawan

## ABSTRACT

*This research aimed to find out the effect of work environment, leadership style, and motivation on employees' performance at PT. Seaport Services Indonesia. Moreover, the population was all employees at PT. Seaport Services Indonesia.*

*The research was quantitative. The data collection technique used non-probability sampling i.e. saturated sampling; in which all members of the population were the sample. Therefore, the technique was called a census. Furthermore, the instrument in the data collection technique used questionnaires, which were distributed to the respondents. In line with that, there were 50 respondents as the sample. Additionally, the data analysis technique used multiple linear regression with SPSS 19.*

*The result of the classical assumption test, which through normality, multicollinearity, and heteroscedasticity showed that all variables had fulfilled the classical assumption. While the result of the proper model test concluded that the regression model was properly used. In addition, the result concluded that the work environment had a positive and significant effect on employees' performance. Likewise, leadership style had a significantly positive effect on employees' performance. Similarly, motivation had a significantly positive effect on employees' performance at PT. Seaport Services Indonesia.*

**Keywords:** *Work Environment, Leadership Style, Motivation, Employees' Performance*

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