

## ABSTRAK

Penelitian ini bertujuan untuk dapat mengetahui seberapa besar pengaruh dari Kepemimpinan, Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan Kantor Pos Surabaya 60000. Penelitian ini merupakan penelitian dengan menggunakan metode penelitian kuantitatif dengan teknik pengambilan sampel menggunakan teknik sampling jenuh. Populasi yang digunakan adalah seluruh karyawan Kantor Pos Surabaya 60000, dengan jumlah responden berjumlah 45 karyawan. Teknik pengumpulan data menggunakan kuesioner yang disebarakan langsung kepada karyawan Kantor Pos Surabaya 60000 bagian process. Metode analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan alat bantu program SPSS (*Statistic Product and Service Solution*).

Hasil penelitian menunjukkan bahwa seluruh variabel independen yaitu Kepemimpinan, Disiplin Kerja dan Motivasi Kerja berpengaruh signifikan terhadap kinerja karyawan pada Kantor Pos Surabaya 60000.

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



## ABSTRACT

*This research aimed to find out the effect of leadership, work discipline, and work motivation on the employees' performance at Pos Office Surabaya 60000. The research was quantitative. The population was all employees at Pos Office Surabaya 60000 which consisted of 45 people. Moreover, the data collection technique used saturated sampling, in which all member of the population was the sample. Furthermore, the instrument in the data collection technique used questionnaires. The questionnaires were distributed to the employees of Pos Office Surabaya 60000 who were in the process division. Additionally, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) program.*

*The result showed that leadership had a significant effect on the employees' performance at Pos Office Surabaya 6000. Likewise, work discipline had a significant effect on the employees' performance at Pos Office Surabaya 60000. Similarly, work motivation had a significant effect on the employees' performance at Pos Office Surabaya 60000.*

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

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