

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Gaya Kepemimpinan, Lingkungan Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan pada PT Kereta Api Indonesia Daerah Operasi VIII Surabaya Gubeng.

Jenis penelitian adalah penelitian kuantitatif asosiatif. Populasi dalam penelitian ini adalah pegawai PT Kereta Api Indonesia Daerah Operasi VIII Surabaya Gubeng. Penelitian ini menggunakan teknik *probability sampling* dengan cara pengambilan sampel menggunakan Teknik *Simple Random Sampling*, sehingga diperoleh sejumlah 50 responden. Pengumpulan data dilakukan melalui penyebaran kuisioner. Metode analisis yang digunakan adalah regresi linier berganda dengan bantuan program SPSS versi 25.

Berdasarkan hasil uji asumsi klasik tidak ditemukan variabel yang menyimpang. Hasil pengujian hipotesis menunjukkan bahwa variabel Gaya Kepemimpinan, Lingkungan Kerja, dan Motivasi Kerja secara pasial berpengaruh positif dan signifikan terhadap kinerja karyawan PT Kereta Api Indonesia Daerah Operasi VIII Surabaya Gubeng.

Kata Kunci : Gaya Kepemimpinan, Lingkungan Kerja, Motivasi Kerja dan Kinerja Karyawan.

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This research aimed to examine the effect of leadership style, work environment, and work motivation on the employees' performance of PT KAI Operational Area of VIII Surabaya, Gubeng.

The research was an associative quantitative. Furthermore, the population was the employees who worked at PT KAI Operational Area of VIII Surabaya, Gubeng. The data collection technique used probability sampling. In line with that, there were 50 respondents as the sample. Moreover, the sampling technique used simple random sampling. The instrument in the data collection technique was a questionnaire. The questionnaires were distributed to the respondents. Additionally, the data analysis technique used multiple linear regressions with SPSS (Statistical Product and Service Solution) 25 version.

Based on the classical assumption test, it found that there were no fraud variables. In addition, the result of the hypothesis test showed that leadership style, work environment, and work motivation partially had a positive and significant effect on the employees' performance of PT KAI Operational Area of VIII Surabaya, Gubeng.

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



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