

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, disiplin kerja, dan kompensasi terhadap kinerja karyawan baik secara parsial maupun bersama-sama dan mengetahui variabel yang dominan mempengaruhi kinerja karyawan. Penelitian dilakukan di PT Bumi Intitama Mega Artha Prabumulih Sumatera Selatan. Data dikumpulkan dari 45 responden yang diambil dengan teknik sensus. Data dianalisis dengan Regresi Linear Berganda dan hasil analisis. Hasil regresi menunjukkan bahwa gaya kepemimpinan, disiplin kerja, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan baik secara parsial maupun bersama-sama. Berdasarkan hasil analisis, variabel yang dominan berpengaruh terhadap kinerja karyawan adalah disiplin kerja.

Kata kunci: Kinerja Karyawan, Gaya Kepemimpinan, Disiplin Kerja, dan Kompensasi

ABSTRACT

This study aims to determine the effect of leadership style, work discipline, and compensation to employee performance either partially or together and determine the dominant variable affecting employee performance. The study was conducted at PT Bumi Intitama Mega Artha Prabumulih South Sumatra. Data were collected from 45 respondents that were taken by census techniques. Data were analyzed using multiple linear regression and results analysis. The regression results indicate that the style of leadership, work discipline, and compensation positive and significant impact on employee performance either partially or together. Based results analysis, most dominant variable influence on employee performance is a work discipline.

Keywords: employee performance, style of leadership, discipline, compensation