

ABSTRAK

Faktor *servant leadership* dapat memberikan pengaruh yang berarti dalam kepuasan kerja karyawan dalam organisasi, semakin baik memberikan pelayanan yang diberikan seorang pemimpin terhadap bawahan maka akan semakin tinggi juga kepuasan kerja. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *servant leadership* terhadap kepuasan kerja terhadap karyawan. Penelitian ini menggunakan pendekatan kuantitatif, teknik pengambilan sampling menggunakan kuota. Jumlah partisipan sebanyak 192 partisipan karyawan PT. Bridgestone Tire Indonesia Karawang Plant member seksi *tire building*. Pengambilan data menggunakan *google form* yang terdiri dari dua skala, yaitu skala *servant leadership* dan skala kepuasan kerja. Uji hipotesis dalam penelitian ini menggunakan analisis regresi sederhana, berdasarkan hasil analisis data menunjukkan Sig.F $0,000 < 0,05$ ($p < 0,05$) sehingga terdapat pengaruh antara variabel *servant leadership* terhadap kepuasan kerja. Besarnya pengaruh sebesar 44,1% ($R^2 = 0,441$) dan selebihnya 55,1% dipengaruhi oleh faktor lain.

Kata kunci : Karyawan PT. Bridgestone Tire Indonesia Karawang Plant member seksi *tire building*, *Servant Leadership*, Kepuasan Kerja.



ABSTRACT

The servant leadership factor can have a significant effect on employee job satisfaction in the organization, the better it is to provide a servant leader to subordinates, the higher the job satisfaction will be. The purpose of this study was to determine the servant leadership role in job satisfaction for employees. This study uses a quantitative approach, the sampling technique uses quotas. The number of participants as many as 192 participants of PT. Bridgestone Tire Indonesia Karawang Plant member of tire building section. Retrieval of data using google from which consists of two scales, namely the servant leadership scale and job satisfaction scale. Hypothesis testing in this research uses simple regression analysis, based on the results of data analysis, it shows Sig.F 0.000 < 0.05 ($p < 0.05$) so that there is an influence between the servant leadership variables on job satisfaction. The amount of influence is 44.1% ($R^2 = 0.441$) and the remaining 55.1% is influenced by other factors.

Keywords: Employees of PT. Bridgestone Tire Indonesia Karawang Plant, members of tire building section, Servant Leadership, Job Satisfaction.

