

ABSTRAK

Penelitian ini bertujuan untuk: (1) menganalisis hubungan kepemimpinan dengan disiplin kerja pada departemen *warehouse* PT. Summit Adyawinsa Indonesia (2) menganalisis seberapa besar pengaruh kepemimpinan terhadap kinerja karyawan pada departemen *warehouse* PT. Summit Adyawinsa Indonesia (3) menganalisis seberapa besar pengaruh disiplin kerja terhadap kinerja karyawan pada departemen *warehouse* PT. Summit Adyawinsa Indonesia (4) mengetahui seberapa besar pengaruh simultan kepemimpinan dan disiplin kerja terhadap kinerja karyawan pada departemen *warehouse* PT. Summit Adyawinsa Indonesia. Penelitian ini dilakukan dengan menggunakan metode kuantitatif dengan pendekatan deskriptif verifikatif, Populasi yang digunakan pada penelitian ini yaitu dari keseluruhan karyawan departemen *warehouse* dengan jumlah karyawan 43 orang dan menggunakan metode *Nonprobability Sampling*, dengan teknik pengambilan sampel yang digunakan adalah *sampling jenuh*, Instrumen penelitian yang digunakan dalam penelitian telah lulus uji validitas, reliabilitas dan normalitas, setelah itu data dianalisis dengan menggunakan teknik analisis jalur (*path analysis*) dan diolah dengan menggunakan IBM SPSS25. Berdasarkan hasil analisis pada pembahasan dapat disimpulkan bahwa: (1) Kepemimpinan mempunyai hubungan positif dan signifikan terhadap disiplin kerja karyawan departemen *warehouse* PT. Summit Adyawinsa Indonesia (2) Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan di departemen *warehouse* PT. Summit Adyawinsa Indonesia (3) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan di departemen *warehouse* PT. Summit Adyawinsa Indonesia (4) Kepemimpinan dan disiplin kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan di departemen *warehouse* PT. Summit Adyawinsa Indonesia.

Kata kunci: Kepemimpinan, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

This study aims to: (1) analyze the relationship between leadership and work discipline in the warehouse department of PT. Summit Adyawinsa Indonesia (2) analyzes how much influence leadership has on employee performance in the warehouse department of PT. Summit Adyawinsa Indonesia (3) analyzes how much influence work discipline has on employee performance in the warehouse department of PT. Summit Adyawinsa Indonesia (4) to find out how much the simultaneous influence of leadership and work discipline on employee performance in the warehouse department of PT. Summit Adyawinsa Indonesia. This research was conducted using a quantitative method with a descriptive verification approach. The population used in this study was from all employees of the warehouse department with a total of 43 employees and using the Nonprobability Sampling method, the sampling technique used was saturated sampling. The research has passed the validity, reliability and normality tests, after which the data were analyzed using path analysis techniques and processed using IBM SPSS25. Based on the results of the analysis in the discussion, it can be concluded that: (1) Leadership has a positive and significant relationship to the work discipline of employees of the warehouse department of PT. Summit Adyawinsa Indonesia (2) Leadership has a positive and significant effect on employee performance in the warehouse department of PT. Summit Adyawinsa Indonesia (3) Work discipline has a positive and significant effect on employee performance in the warehouse department of PT. Summit Adyawinsa Indonesia (4) Leadership and Work Discipline have a positive and significant effect on Employee Performance in the Warehouse Department of PT. Summit Adyawinsa Indonesia.

Keywords: Leadership, Work Discipline, Employee Performance