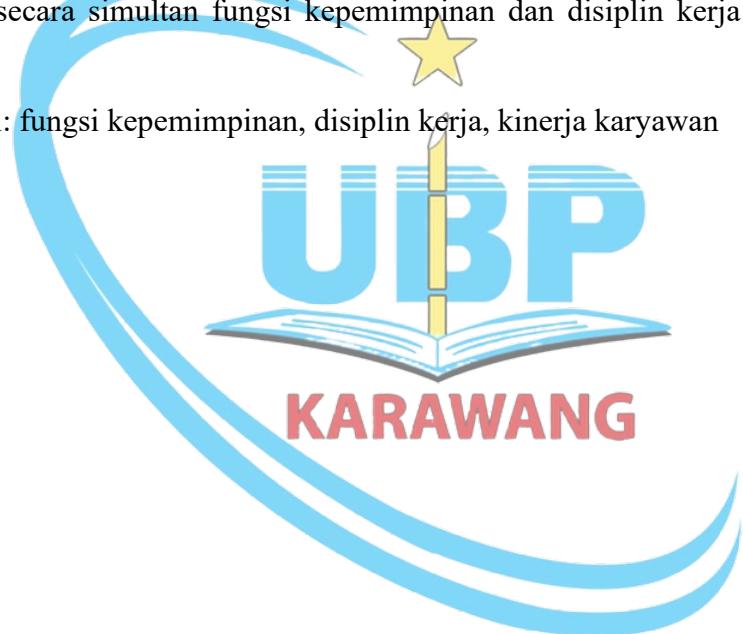


ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh fungsi kepemimpinan dan disiplin kerja terhadap kinerja karyawan pada PT. Zinus Global Indonesia baik secara parsial maupun simultan, dengan pendekatan deskriptif dan kuantitatif. Jumlah sampel adalah sebanyak 135 responden menggunakan teknik *proporsional random sampling*. Selanjutnya data dianalisis dengan analisis regresi linear berganda. Hasil analisis data penelitian diperoleh kesimpulan sebagai berikut: (1) Fungsi kepemimpinan di PT. Zinus Global Indonesia sudah baik. (2) Disiplin kerja di PT. Zinus Global Indonesia sudah baik. (3) Kinerja karyawan di PT. Zinus Global Indonesia sudah sangat baik. (4) Terdapat pengaruh secara parsial fungsi kepemimpinan terhadap kinerja karyawan. (5) Terdapat pengaruh secara parsial disiplin kerja terhadap kinerja karyawan. (6) Terdapat pengaruh secara simultan fungsi kepemimpinan dan disiplin kerja terhadap kinerja karyawan.

Kata kunci: fungsi kepemimpinan, disiplin kerja, kinerja karyawan



ABSTRACT

This study aims to explain the effect of leadership functions and work discipline on employee performance at PT. Zinus Global Indonesia either partially or simultaneously, with a descriptive and quantitative approach. The number of samples is 135 respondents using proportional random sampling technique. Furthermore, the data were analyzed by multiple linear regression analysis. The results of the analysis of research data obtained the following conclusions: (1) The function of leadership at PT. Zinus Global Indonesia is doing well. (2) Work discipline at PT. Zinus Global Indonesia is doing well. (3) Employee performance at PT. Zinus Global Indonesia has been very good. (4) There is a partial influence of the leadership function on employee performance. (5) There is a partial effect of work discipline on employee performance. (6) There is a simultaneous influence of leadership functions and work discipline on employee performance.

Keywords: leadership function, work discipline, employee performance

