

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja karyawan PT. Fuji Seat Indonesia baik secara korelasi, parsial dan simultan, dengan pendekatan deskriptif dan kuantitatif. Jumlah sampel adalah sebanyak 81 responden dengan menggunakan teknik sampel *non-probability sampling* dengan teknik yang diambil yaitu sampling jenuh (sensus). Selanjutnya data dianalisis menggunakan analisis jalur (*path analysis*). Hasil analisis data penelitian diperoleh kesimpulan sebagai berikut: (1) Gaya kepemimpinan di PT. Fuji Seat Indonesia sudah baik. (2) Disiplin kerja di PT. Fuji Seat Indonesia sudah baik. (3) Kinerja karyawan di PT. Fuji Seat Indonesia sudah baik. (4) Terdapat korelasi antara gaya kepemimpinan dengan disiplin kerja sebesar 0,732 mempunyai tingkat hubungan yang kuat dan searah karena nilainya positif. (5) Terdapat pengaruh parsial gaya kepemimpinan terhadap kinerja karyawan sebesar 0,300 atau sebesar 30%. (6) Terdapat pengaruh secara parsial disiplin kerja terhadap kinerja karyawan sebesar 0,406 atau sebesar 40,6%. (7) Terdapat pengaruh secara simultan gaya kepemimpinan dan disiplin kerja terhadap kinerja karyawan sebesar 0,706 atau sebesar 70,6% dan sedangkan sisanya 29,4% merupakan kontribusi variabel lain yang tidak diteliti.

Kata kunci: gaya kepemimpinan, disiplin kerja, kinerja karyawan



ABSTRACT

This study aims to explain the effect of leadership style and work discipline on the performance of PT. Fuji Seat Indonesia both in correlation, partial and simultaneous, with descriptive and quantitative approaches. The number of samples is 81 respondents using the non-probability sampling technique with the technique taken, namely saturated sampling (census). Furthermore, the data were analyzed using path analysis (path analysis). The results of research data analysis obtained the following conclusions: (1) Leadership style at PT. Fuji Seat Indonesia is good. (2) Work discipline at PT. Fuji Seat Indonesia is good. (3) Employee performance at PT. Fuji Seat Indonesia is good. (4) There is a correlation between leadership style and work discipline of 0.732 which has a strong and one-way relationship because the value is positive. (5) There is a partial influence of leadership style on employee performance of 0.300 or 30%. (6) There is a partial influence of work discipline on employee performance of 0.406 or 40.6%. (7) There is a simultaneous effect of leadership style and work discipline on employee performance of 0.706 or 70.6% and while the remaining 29.4% is the contribution of other variables not examined.

Keywords: leadership style, work discipline, employee performance

