

ABSTRAK

Anggita Fatmonica. 15416261201195. Pengaruh Kepemimpinan dan Lingkungan Kerja Terhadap Motivasi Kerja Karyawan pada PT. Haier Electrical Appliances. Di bawah bimbingan Dr. Sungkono, S.E., M.M., dan Aji Tuhagana, S.Ag, S.E., M.M

Penelitian ini bertujuan untuk memperoleh bukti-bukti empirik dari fenomena yang ada serta untuk memperoleh kesimpulan tentang pengaruh Kepemimpinan dan Lingkungan Kerja terhadap Motivasi Kerja Karyawan pada PT. Haier Electrical Appliances.

Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif, yaitu : mengetahui, menganalisis, dan mengkaji, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan menggunakan metode *Cluster Sampling* dengan jumlah 95 responden dari populasi 124 orang. Teknik analisis data yang digunakan yaitu Analisis Rentang Skala dan Analisis Jalur dengan bantuan *Method of Successive Interval* (MSI), program komputer *Microsoft Excel* 2007, dan SPSS versi 16.

Hasil analisis data penelitian, diperoleh beberapa kesimpulan sebagai berikut :

Kepemimpinan pada PT. Haier Electrical Appliances berada pada kriteria Setuju, artinya Kepemimpinan di PT. Haier Electrical Appliances sudah baik. Lingkungan Kerja pada PT. Haier Electrical Appliances berada pada kriteria Setuju, artinya Lingkungan Kerja di PT. Haier Electrical Appliances sudah baik. Motivasi Kerja karyawan pada PT. Haier Electrical Appliances berada pada kriteria Setuju, artinya Motivasi Kerja karyawan di PT. Haier Electrical Appliances sudah baik. Terdapat hubungan antara Kepemimpinan dengan Lingkungan Kerja dengan nilai koefisien korelasi 0,376 dan mempunyai tingkat hubungan yang lemah. Terdapat Pengaruh secara parsial antara Kepemimpinan dan Lingkungan Kerja terhadap Motivasi Kerja karyawan. Pengaruh Kepemimpinan terhadap Motivasi Kerja 0,114 dan pengaruh Lingkungan Kerja terhadap Motivasi Kerja karyawan 0,320. Karena 0,320 lebih besar dari 0,114, maka dapat dinyatakan bahwa Lingkungan Kerja lebih banyak memberikan kontribusi terhadap Motivasi Kerja karyawan dibandingkan dengan Kepemimpinan. Hasil analisis pengujian pengaruh secara simultan Kepemimpinan dan Lingkungan Kerja terhadap Motivasi Kerja karyawan sebesar 43,4% nilai sig. $(0,000) < \alpha (0,05)$. Dengan demikian H_0 ditolak. Sehingga dapat disimpulkan bahwa Kepemimpinan dan Lingkungan Kerja memiliki pengaruh simultan terhadap Motivasi Kerja karyawan sebesar 43,4%, sedangkan sisanya 56,6% merupakan kontribusi variabel lain yang tidak diteliti.

Kata kunci : Kepemimpinan, Lingkungan Kerja, Motivasi Kerja karyawan

ABSTRACT

Mrs. Anggita Fatmonica. 15416261201195. Influence of leadership and working environment towards employee motivation at PT. Haier Electrical Appliances. Under the guidance of Dr. Sungkono, S.E., M.M., and Aji Tuhagana, S.Ag, S.E., M. M.

This research aims to obtain empirical evidence from existing phenomena as well as to derive conclusions about the influence of leadership and working environment on employee motivation at PT. Haier Electrical Appliances.

This research is conducted using a descriptive and Vericular method, namely: knowing, analyzing, and reviewing, and making conclusions and suggestions. Samples were collected using the Cluster Sampling method with a total of 95 respondents from a population of 124 people. The data analysis techniques used are scale range analysis and path analysis with the help of Method of Successive Interval (MSI), Microsoft Excel 2007 computer programs, and SPSS version 16.

Results of analysis of research data, obtained several conclusions as follows:

Leadership at PT. Haier Electrical Appliances are on the criteria agreed, meaning that the leadership at PT. Haier Electrical Appliances is good. The working environment at PT. Haier Electrical Appliances is on the criteria agreed, meaning that the working environment at PT. Haier Electrical Appliances is good. Work motivation employees at PT. Haier Electrical Appliances are on the criteria agreed, meaning the work motivation employees at PT. Haier Electrical Appliances is good. There is a relationship between leadership and working environment with a correlation coefficient value of 0.376 and has a weak relationship level. There is a partial influence between leadership and work environment on employee motivation. The influence of leadership towards work motivation 0.114 and the impact of the working environment on employees' work motivation 0.320. Since the 0.320 is greater than 0.114, it can be stated that more work environment provides the contribution to employees' work motivation compared to leadership. Analysis results of simultaneous impact testing the leadership and working environment of employees' work motivation of 43.4% of sig value. $(0.000) < \alpha (0.05)$. Thus H_0 is rejected. So it can be concluded that the leadership and the work environment have a simultaneous influence on the employee motivation work of 43.4%, while the remaining 56.6% is the constriction of other variables that are not researched.

Keywords: Leadership, Work Environment, Employee Motivation Work