

ABSTRAK

PENGARUH MOTIVASI KERJA, GAYA KEPEMIMPINAN, DAN LINGKUNGAN KERJA TERHADAP PRODUKTIVITAS KARYAWAN PT. PUPUK KUJANG

Oleh:

Fauzan Kurniawan

21416226201181

Program Studi Teknik Industri

Penelitian ini bertujuan menganalisis pengaruh motivasi kerja, gaya kepemimpinan, dan lingkungan kerja terhadap produktivitas karyawan PT Pupuk Kujang. Latar belakang penelitian adalah penurunan produktivitas pupuk urea dalam lima tahun terakhir yang diduga terkait faktor internal perusahaan. Metode penelitian menggunakan pendekatan kuantitatif dengan analisis regresi linier berganda. Data diperoleh dari 181 responden operator produksi melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Hasil analisis menunjukkan Uji t motivasi kerja ($t = 4,019$; $\text{sig} = 0,000$), gaya kepemimpinan ($t = 5,352$; $\text{sig} = 0,000$), dan lingkungan kerja ($t = 3,438$; $\text{sig} = 0,001$) berpengaruh signifikan terhadap produktivitas. Uji F menghasilkan $F = 110,304$; $\text{sig} = 0,000$ yang berarti ketiga variabel secara simultan berpengaruh signifikan. Nilai koefisien determinasi (R^2) sebesar 0,649 menunjukkan bahwa 64,9% variasi produktivitas dijelaskan oleh ketiga variabel, sedangkan sisanya 35,1% dipengaruhi faktor lain di luar model. Hasil ini menegaskan bahwa peningkatan motivasi kerja, penerapan gaya kepemimpinan yang efektif, dan penciptaan lingkungan kerja kondusif sangat penting untuk mendukung produktivitas karyawan.

Kata kunci: Gaya Kepemimpinan, Lingkungan Kerja, Motivasi Kerja, Produktivitas Karyawan, Regresi linier berganda

ABSTRACT

The Influence of Work Motivation, Leadership Style, and Work Environment on Employee Productivity at PT Pupuk Kujang

Oleh:

Fauzan Kurniawan

21416226201181

Industrial engineering

This study aims to analyze the effect of work motivation, leadership style, and work environment on employee productivity at PT Pupuk Kujang. The background of the research is the decline in urea fertilizer productivity in the last five years, which is thought to be related to internal company factors. The research method uses a quantitative approach with multiple linear regression analysis. Data were obtained from 181 production operator respondents through a questionnaire that had been tested for validity and reliability. The results of the analysis showed that the t-test of work motivation ($t = 4.019$; $sig = 0.000$), leadership style ($t = 5.352$; $sig = 0.000$), and work environment ($t = 3.438$; $sig = 0.001$) had a significant effect on productivity. The F test results in $F = 110.304$; $sig = 0.000$, which means that the three variables simultaneously have a significant effect. The coefficient of determination (R^2) of 0.649 indicates that 64.9% of productivity variation is explained by the three variables, while the remaining 35.1% is influenced by other factors outside the model. These results confirm that increasing work motivation, implementing an effective leadership style, and creating a conducive work environment are very important to support employee productivity.

Keywords: *Leadership Style, Work Environment, Work Motivation, Employee Productivity, Multiple Linear Regression*