

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN

Studi Kasus pada Karyawan Singgah Coffee & Book

Markus Johan Widi Laksana
Universitas Sanata Dharma
Yogyakarta
2018

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, lingkungan kerja, dan kepuasan kerja terhadap kinerja karyawan secara sendiri-sendiri maupun secara bersama-sama, pada Karyawan Singgah Coffee & Book. Pengambilan sampel menggunakan teknik *Disproportionate stratified random sampling*. Data penelitian diperoleh dengan membagikan kuesioner tentang gaya kepemimpinan, lingkungan kerja, dan kepuasan kerja kepada 25 responden. Data kinerja karyawan diperoleh dengan membagikan penilaian kinerja karyawan pada atasan untuk menilai 25 karyawan yang menjadi responden. Analisis data dilakukan dengan regresi linear berganda. Hasil penelitian menunjukkan kompensasi, disiplin kerja dan motivasi berpengaruh positif terhadap kinerja karyawan secara sendiri-sendiri maupun secara bersama-sama pada Karyawan Singgah Coffee & Book.

Kata Kunci : Gaya Kepemimpinan, Lingkungan Kerja, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

EFFECT OF STYLES OF LEADERSHIP, WORK ENVIRONMENT, AND WORK SATISFACTION ON EMPLOYEE PERFORMANCE

A Case Study at Production Departement of Singgah Coffee & Book

Markus Johan Widi Laksana
Sanata Dharma University
Yogyakarta
2018

This study aims to determine the influence of leadership style, work environment, and job satisfaction on the performance of employees partially and simultaneously, The population of this research are employees of Singgah Coffee & Book. The sampling technique used in this study is convenience sampling one. Research data were obtained by distributing questionnaires to 25 respondents. Employee performance data were obtained by distributing an assessment from of employee performance to the boss to assess 25 employees who become respondents. Data analysis was done with multiple linear regression. The results of the study show that compensation, work discipline and motivation have a positive effect on the performance of employees partially or simultaneously.

Keyword : Leadership Style, Work Environment, Job Satisfaction, Employee Performance