

ABSTRAK

PENGARUH KEPEMIMPINAN, LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP PENINGKATAN KINERJA KARYAWAN

(STUDI PADA KLINIK PRATAMA PANCASILA BATURETNO)

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Penelitian ini bertujuan untuk mengetahui: 1. pengaruh kepemimpinan, lingkungan kerja, dan motivasi kerja secara simultan terhadap kinerja karyawan di Klinik Pratama Pancasila Baturetno, 2. pengaruh kepemimpinan secara parsial terhadap kinerja karyawan di klinik pratama Pancasila Baturetno, 3. pengaruh lingkungan kerja secara parsial terhadap kinerja karyawan di klinik Pratama Pancasila Baturetno, 4. pengaruh motivasi kerja secara parsial terhadap kinerja karyawan di klinik pratama pancasila Baturetno. Pengambilan sampel menggunakan teknik *non probability sampling* yaitu *sampling total* atau sampel sensus. Jumlah sampel sebanyak 36 orang responden. Teknik pengumpulan data dengan kuesioner. Teknik analisis data dalam penelitian ini menggunakan uji analisis regresi linear berganda, dan uji asumsi klasik, dengan menggunakan aplikasi spss 22. Hasil penelitian ini menunjukkan bahwa, 1. Kepemimpinan, lingkungan kerja dan motivasi kerja secara simultan berpengaruh terhadap kinerja karyawan. 2. Kepemimpinan berpengaruh terhadap kinerja karyawan, 3. Lingkungan kerja tidak berpengaruh terhadap kinerja karyawan, 4. Motivasi kerja berpengaruh terhadap kinerja karyawan.

Kata Kunci: Kepemimpinan, Lingkungan kerja, motivasi Kerja, Kinerja karyawan

ABSTRACT

THE EFFECT OF LEADERSHIP, WORK ENVIRONMENT AND WORK
MOTIVATION ON EMPLOYEE PERFORMANCE IMPROVEMENT

(STUDY AT THE PRATAMA PANCASILA BATURETNO

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This study aims to determine as First, the influence of leadership, work environment, and work motivation simultaneously on employee performance at the Pratama Pancasila Baturetno Clinic, Second, the influence of partial leadership on employee performance at the Pratama Pancasila Baturetno clinic, Third, the influence of the work environment partially on the performance of employees at the Pratama Pancasila clinic Baturetno, Fourth, the effect of work motivation partially on the performance of employees at the Pratama Pancasila clinic Baturetno. Sampling used a non-probability sampling technique, namely total sampling or census samples. The number of samples is 36 respondents. Data collection techniques with questionnaires. The data analysis technique in this study uses multiple linear regression analysis, and classical assumption test, using the SPSS 22 application. The results of this study indicate such as, First, Leadership, work environment and work motivation simultaneously affect employee performance. Second, leadership affects employee performance. Third, Work environment does not affect employee performance, The Last, Work motivation affects employee performance.

Keywords: Leadership, work environment, work motivation, employee performance