



Acceptance Letter

Dear Author(S): Ferry Ferryanto, Livea, Hendry

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This is to enlighten you that above manuscript appraised by the proficient and it is **accepted** by the Board of Referees (BoR) of 'Institute Of Compute Science (IOCS)' for publication in the '**Jurnal Mantik**' that will publish at **Volume-4 Issue-2, Augustus 2020** in Regular Issue on **10 Augustus 2020**. It will be available live at <https://iocscience.org/ejournal/index.php/mantik/issue/view/59>

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Finally, the team of Mantik and IOCS would like to further extend congratulations to you.


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ABSTRAK

PENGARUH KEPEMIMPINAN, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT PANJIWIRA SURYA MANDIRI MEDAN

Fery Ferryanto

Livea

Program Studi Manajemen
Fakultas Ekonomi Universitas Prima Indonesia

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisa pengaruh Kepemimpinan, Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan pada PT Panjiwira Surya Mandiri Medan. Populasi dan sampel dalam penelitian ini adalah 82 karyawan. Metode penelitian yang digunakan adalah analisis regresi linier berganda. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai t_{hitung} sebesar $5,266 > t_{tabel}$ sebesar 1,991 dan signifikan sebesar $0,000 < 0,05$, berarti secara parsial Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT Panjiwira Surya Mandiri Medan. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai t_{hitung} sebesar $3,211 > t_{tabel}$ sebesar 1,991 dan signifikan sebesar $0,002 < 0,05$, berarti secara parsial Motivasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT Panjiwira Surya Mandiri Medan.. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai t_{hitung} sebesar $2,443 > t_{tabel}$ sebesar 1,991 dan signifikan sebesar $0,017 < 0,05$, berarti secara parsial Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT Panjiwira Surya Mandiri Medan. Hasil perhitungan pengujian hipotesis secara simultan diperoleh nilai F_{hitung} ($21,934$) $> F_{tabel}$ ($2,72$) dan probabilitas signifikansi $0,000 < 0,05$, berarti bahwa H_0 ditolak dan H_a diterima yaitu secara simultan Kepemimpinan, Motivasi dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT Panjiwira Surya Mandiri Medan.

Kata kunci: Kepemimpinan, Motivasi, Disiplin Kerja, Kinerja Karyawan