

ABSTRAK

PENGARUH PELATIHAN KERJA, GAYA KEPEMIMPINAN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT DANAMAS INSAN KREASI ANDALAN MEDAN.

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Objek Penelitian ini berada di PT. Danamas Insan Kreasi Andalan Medan. Penelitian ini bertujuan agar diketahui pengaruh faktor pelatihan kerja, gaya kepemimpinan perusahaan, serta motivasi kerja pada kerja karyawan. Pada penelitian ini memakai teori SDM yang berhubungan dengan Pelatihan Kerja, Gaya Kepemimpinan, Motivasi Kerja, serta Kinerja. Metode dalam penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian deskriptif kuantitatif. Teknik pengujian data memakai slovin. Metode pengumpulan data yaitu penyebaran kuesioner. Metode analisis yang dipakai yaitu regresi linier berganda, koefisien determinasi pengujian secara simultan (Uji-F) serta parsial (Uji-T). Jumlah karyawan sebanyak 100 karyawan dengan sampel sebanyak 80 orang pekerja. Hasil penelitian menyatakan pelatihan kerja, gaya kepemimpinan, serta motivasi kerja secara simultan serta parsial memiliki pengaruh positif serta signifikan pada kerja karyawan dengan koefisien determinasi 17,9% serta sisanya 82,1% dijabarkan variabel independen yaitu Pelatihan Kerja, Gaya Kepemimpinan serta Motivasi Kerja. Dengan nilai $F_{hitung} 6.749 > F_{tabel}$ yaitu 3.11 dengan $sig\ 0.000 < 0.05$ serta nilai uji $t_{hitung} > t_{tabel}$ variabel pelatihan kerja ($3,544 > 1.664$), variabel gaya kepemimpinan ($0.147 > 1.664$) serta variabel motivasi kerja ($2.668 > 1.664$). Dengan demikian Pelatihan Kerja, Gaya Kepemimpinan, serta Motivasi Kerja memiliki pengaruh positif serta signifikan pada kerja Karyawan di PT. Danamas Insan Kreasi Andalan.

Kata Kunci : Pelatihan Kerja, Gaya Kepemimpinan, Motivasi Kerja, Kinerja Karyawan.

ABSTRACT

THE EFFECT OF WORK TRAINING, LEADERSHIP STYLE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT DANAMAS INSAN KREASI ANDALAN MEDAN.

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The object of this research is at PT. Danamas, Medan's Mainstay Creation Insan. This study aims to determine the effect of job training factors, company leadership style factors, and work motivation factors on employee performance. The theories used in the research are human resource theories related to Job Training, Leadership Style, Work Motivation, and Performance. The method in this research uses a quantitative approach with quantitative descriptive research type. Technique for testing the data using Slovin. The method of collecting data by distributing questionnaires. The analysis method used is multiple linear regression, the coefficient of determination of the test simultaneously (F-test) and partially (T-test). The number of employees is 100 employees with a sample of 80 employees. The results of this study indicate that job training, leadership style, and work motivation simultaneously and partially have a positive and significant effect on employee performance with a determination coefficient of 17.9% and the remaining 82.1% is explained by independent variables which are not examined such as Job Training, Leadership Style and Work Motivation. With the value of Fcount is equal to 6,749 which is bigger than Ftable which is 3.11 with sig 0.000 < 0.05 and the value of tcount > ttable for job training variable (3,544 > 1,664), leadership style variable (0.147 > 1,664) and work motivation variable (2,668 > 1,664). Thus Job Training, Leadership Style, and Work Motivation have a positive and significant effect on Employee Performance at PT. Danamas Insan Kreasi Andalan.

**Keywords: Job Training, Leadership Style, Work Motivation,
Employee Performance.**