

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN, PENGAWASAN DAN DISIPLIN KERJATERHADAP KINERJA KARYAWAN PT MAHESA BAHARI INTERNASIONAL

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Tujuan penelitian adalah untuk menguji pengaruh Gaya Kepemimpinan, Pengawasan dan Disiplin Kerja terhadap Kinerja Karyawan PT Mahesa Bahari Internasional Metode penelitian adalah pendekatan kuantitatif, jenis penelitian ini deskriptif kuantitatif dan sifat penelitian ini adalah deskriptif *explanatory*. Metode analisis data adalah analisis regresi linear berganda. Jumlah populasi dalam penelitian ini adalah 128 karyawan dan sampel berjumlah 94 karyawan. Teknik pengumpulan sampel yaitu *simple random sampling*. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $2,158 > 1,987$ dan signifikan yang diperoleh $0,034 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Mahesa Bahari Internasional Medan. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $6,624 > 1,987$ dan signifikan yang diperoleh $0,000 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Pengawasan berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Mahesa Bahari Internasional Medan. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $2,037 > 1,987$ dan signifikan yang diperoleh $0,045 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Mahesa Bahari Internasional Medan. Hasil pengujian diperoleh nilai $F_{hitung} (33,513) > F_{tabel} (2,71)$ dan probabilitas signifikansi $0,000 < 0,05$, berarti bahwa secara simultan Gaya Kepemimpinan, Pengawasan dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Mahesa Bahari Internasional Medan.

Kata Kunci: Gaya Kepemimpinan, Pengawasan, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF LEADERSHIP STYLE, SUPERVISION AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES OF PT MAHESABAHARI INTERNASIONAL

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The purpose of the study was to test the influence of Leadership Style, Surveillance and Work Discipline on the Performance of Employees of PT Mahesa International Maritime research Method is a quantitative approach, type of research is descriptive and quantitative nature of this research is descriptive explanatory. Methods of data analysis is multiple linear regression analysis. The population in this research is 128 employees and the sample amounted to 94 employees. Sample collection techniques, namely simple random sampling. The calculation results of testing the hypothesis partially values obtained $t_{count} > t_{table}$ or $2,158 > 1,987$ and obtained significant $0,034 < 0,05$, it means that H_a is accepted and H_o is rejected, i.e. the partial Leadership Style has positive and significant effect on Employee Performance of PT Mahesa International Maritime Field. The calculation results of testing the hypothesis partially values obtained $t_{count} > t_{table}$ or $6,624 > 1,987$ and obtained significant $0,000 < 0,05$, means that H_a is accepted and H_o is rejected, i.e. the partial Supervision has positive and significant effect on Employee Performance of PT Mahesa International Maritime Field. The calculation results of testing the hypothesis partially values obtained $t_{count} > t_{table}$ or $2,037 > 1,987$ and obtained significant $0,045 < 0,05$, it means that H_a is accepted and H_o is rejected, i.e. the partial Work Discipline has positive and significant effect on Employee Performance of PT Mahesa International Maritime Field. The test results obtained value of $F_{count} (33,513) > F_{table} (2,71)$ and the probability of significance of $0.000 < 0.05$, meaning that simultaneous Style of Leadership, Supervision and Discipline of Work has positive and significant effect on Employee Performance of PT Mahesa International Maritime Field.

Keywords: Leadership Style, Supervision, Work Discipline, Employee Performance