

**PENGARUH GAYA KEPEMIMPINAN, MOTIVASI, DAN EMPLOYEE
RELATION TERHADAP KINERJA KARYAWAN PADA PT. PERKEBUNAN
NUSANTARA II.**

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ABSTRAK

Penelitian ini bertujuan untuk melakukan pengujian dan menganalisis pengaruh Gaya Kepemimpinan, Motivasi, dan Employee Relation terhadap Kinerja Karyawan pada PT. Perkebunan Nusantara II. Metode penelitian ini dilakukan dengan cara melakukan survei dengan cara membagikan kuesioner dan metode wawancara langsung kepada karyawan PT. Perkebunan Nusantara II. Jumlah populasi dan sampel dalam penelitian ini sebanyak 100 karyawan. Hasil pengujian hipotesis secara parsial diperoleh nilai t hitung $< t$ tabel atau $0,174 < 1,984$ dan signifikan yang diperoleh $0,863 > 0,05$, nilai t hitung $> t$ tabel atau $2,371 > 1,984$ dan signifikan yang diperoleh $0,020 < 0,05$, nilai t hitung $< t$ tabel atau $1,266 < 1,984$ dan signifikan yang diperoleh $0,209 < 0,05$. Berarti secara simultan gaya kepemimpinan, motivasi, dan employee relation berpengaruh terhadap kinerja karyawan pada PT. Perkebunan Nusantara II.

Kata kunci : Gaya Kepemimpinan, Motivasi, Employee Relation, Kinerja Karyawan.

**THE INFLUENCE OF LEADERSHIP STYLE, MOTIVATION, AND EMPLOYEE
RELATIONS ON EMPLOYEE PERFORMANCE AT PT. NUSANTARA
PLANTATIONS II.**

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ABSTRACT

This research aims to test and analyze the influence of Leadership Style, Motivation and Employee Relations on Employee Performance at PT. Perkebunan Nusantara II. This research method was carried out by conducting a survey by distributing questionnaires and direct interview methods to PT employees. Perkebunan Nusantara II. The total population and sample in this research was 100 employees. The results of partial hypothesis testing obtained a calculated t value $< t$ table or $0.174 < 1.984$ and the significance obtained was $0.863 > 0.05$, the calculated t value $> t$ table or $2.371 > 1.984$ and the obtained significance was $0.020 < 0.05$, the calculated t value $< t$ table or $1.266 < 1.984$ and the significance obtained was $0.209 < 0.05$. This means that leadership style, motivation and employee relations simultaneously influence employee performance at PT. Perkebunan Nusantara II.

Keywords: Leadership Style, Motivation, Employee Relations, Employee Performance.