

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan, pelatihan, disiplin secara simultan terhadap kinerja pegawai pada PT Perkebunan Nusantara IV Regional 1. Pendekatan penelitian ini merupakan penelitian kuantitatif. Sampel dalam penelitian ini sebanyak 85 responden. Metode analisis data yang digunakan adalah analisis regresi linier berganda. Berdasarkan hasil uji hipotesis t dapat disimpulkan bahwa gaya kepemimpinan secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, pelatihan secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Berdasarkan hasil uji hipotesis F dapat disimpulkan gaya kepemimpinan, pelatihan, dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil analisis koefisien determinasi diperoleh nilai *Adjusted R Square* sebesar 0,683 atau sebesar 68,3% variabel kinerja karyawan dapat dijelaskan oleh variabel gaya kepemimpinan, pelatihan, dan disiplin kerja. Kemudian sisanya sebanyak 31,7% dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci: Gaya Kepemimpinan, Pelatihan, Disiplin, Kinerja Pegawai

ABSTRACT

This study aims to determine and analyse the effect of leadership style, training, discipline simultaneously on employee performance at PT Perkebunan Nusantara IV Regional 1. This research approach is quantitative research. The sample in this study were 85 respondents. The data analysis method used is multiple linear regression analysis. Based on the results of the t hypothesis test, it can be concluded that leadership style partially has a positive and significant effect on employee performance, training partially has a positive and significant effect on employee performance, work discipline partially has a positive and significant effect on employee performance. Based on the results of the F hypothesis test, it can be concluded that leadership style, training, and work discipline simultaneously have a significant effect on employee performance. Based on the results of the coefficient of determination analysis, the Adjusted R Square value is 0.683 or 68.3% of employee performance variables can be explained by the variables of leadership style, training, and work discipline. Then the remaining 31.7% is influenced by other variables not explained in this study.

Keywords: Leadership Style, Training, Discipline, Employee Performance