

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh kerja sama dan disiplin kerja terhadap kinerja karyawan dengan gaya kepemimpinan sebagai variabel intervening pada PT. FIF Group Tbk Cabang Kota Solok. Metode analisis yang digunakan *structural equation modeling* menggunakan smartpls. Hasil penelitian yang didapatkan kerja sama berpengaruh positif dan signifikan terhadap gaya kepemimpinan. Disiplin kerja berpengaruh positif dan signifikan terhadap gaya kepemimpinan. Kerja sama berpengaruh positif dan signifikan terhadap kinerja karyawan. Disiplin kerja tidak berpengaruh dan tidak signifikan terhadap kinerja karyawan. Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan. Kerja sama berpengaruh positif dan signifikan terhadap kinerja karyawan melalui gaya kepemimpinan. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui gaya kepemimpinan.

Kata Kunci: Kerja Sama, Disiplin Kerja, Gaya Kepemimpinan dan Kinerja Karyawan

ABSTRACT

This research aims to test how much influence cooperation and work discipline have on employee performance with leadership style as an intervening variable at PT. FIF Group Tbk Solok City branch. The analytical method used is structural equation modeling using smartpls. The research results showed that collaboration had a positive and significant effect on leadership style. Work discipline has a positive and significant effect on leadership style. Collaboration has a positive and significant effect on employee performance. Work discipline has no effect and insignificant on employee performance. Leadership style has a positive and significant effect on employee performance. Collaboration has a positive and significant effect on employee performance through leadership. Work discipline has a positive and significant effect on employee performance through leadership style.

Keywords: *Cooperation, Work Discipline, Leadership Style and Employee Performance*