

ABSTRAK

Kiki Sarianti, No. Bp :15101155310384 , Jurusan Manajemen, tahun 2015, Pengaruh Motivasi Kerja Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan melalui Disiplin Kerja Sebagai variabel Intervening Pada PT. Perkebunan Nusantara IV Unit Kebun Timur Sumatera Utara, dibawah bimbingan Bapak **Dr. H. ELFISWANDI, SE, MM, Ak, CA** dan **Bapak M. AFUAN, SE, MM.**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja dan gaya kepemimpinan terhadap kinerja karyawan melalui disiplin kerja sebagai variabel intervening PT. perkebunan Nusantara IV Unit Kebun Timur Sumatera Utara. Metode yang digunakan dalam penelitian ini adalah dengan menggunakan dengan analisis regresi linear berganda dan analisis jalur.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 1 diperoleh: (a) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap disiplin kerja, dibuktikan dengan nilai t-hitung untuk variabel motivasi kerja (X1) $3,204 > t\text{-tabel } 1,989$. (b) Terdapat pengaruh positif dan signifikan gaya kepemimpinan terhadap disiplin kerja, dibuktikan dengan nilai t-hitung variabel gaya kepemimpinan (X2) $5,406 > t\text{-tabel } 1,989$. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 2 diperoleh: (a) Terdapat pengaruh tidak signifikan motivasi kerja terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel motivasi kerja (X1) $1,375 < t\text{-tabel } 1,989$. (b) Terdapat pengaruh tidak signifikan gaya kepemimpinan terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel gaya kepemimpinan (X2) $-0,650 < t\text{-tabel } 1,989$. (c) Terdapat pengaruh positif dan signifikan disiplin kerja terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel disiplin kerja (Z) $5,251 > t\text{-tabel } 1,989$. Kemudian berdasarkan uji hipotesis secara simultan (Uji F) model I dan model II dapat diketahui nilai F_{hitung} . Dengan demikian pengaruh motivasi kerja dan gaya kepemimpinan terhadap kinerja karyawan melalui disiplin kerja sebagai variabel intervening tersebut sudah layak dan benar. Dan berdasarkan uji koefisien Determinasi (R^2) model 1 nilainya 0,602 atau 60,2% hal ini menunjukkan bahwa persentase sumbangan variabel independen Motivasi Kerja, Gaya Kepemimpinan terhadap variabel dependen Disiplin Kerja sebesar 0,602 atau 60,2%. Sedangkan sisanya sebesar 39,8% dipengaruhi oleh variabel lain di luar penelitian ini. Dan berdasarkan uji koefisien Determinasi (R^2) model II nilainya 0,502 atau 50,2%, hal ini menunjukkan bahwa persentase sumbangan variabel independen Motivasi Kerja, Gaya Kepemimpinan dan Disiplin Kerja terhadap variabel dependen Kinerja Karyawan sebesar 0,502 atau 50,2%. Sedangkan sisanya sebesar 49,8% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata kunci :Motivasi Kerja, Gaya Kepemimpinan, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

Kiki Sarianti, No. Bp: 15101155310384, Department of Management, 2015, The Effect of Work Motivation and Leadership Style on Employee Performance through Work Discipline As an Intervening variable at PT. Nusantara IV plantation East Garden Unit of North Sumatra, under the guidance of Mr. Dr. H. ELFISWANDI, SE, MM, Ak, CA and Mr. M. AFUAN, SE, MM.

This study aims to determine the effect of work motivation and leadership style on employee performance through work discipline as an intervening variable of PT. Nusantara IV plantation East Garden Unit North Sumatra. The method used in this study is to use multiple linear regression analysis and path analysis

The results obtained based on Partial Test (t test) model 1 were obtained: (a) There is a positive and significant effect of work motivation on work discipline, as evidenced by the calculated value for work motivation variable (X1) $3,204 > t\text{-table } 1,989$. (b) There is a positive and significant influence of leadership style on work discipline, as evidenced by the value of the leadership style variable count (X2) $5,406 > t\text{-table } 1,989$. The results obtained based on Partial Test (t test) model 2 were obtained: (a) There was an insignificant effect of work motivation on employee performance, as evidenced by the calculated value for work motivation variables (X1) $1,375 < t\text{-table } 1,989$. (B) There is an insignificant influence of leadership style on employee performance, as evidenced by the calculated value for leadership style variables (X2) $-0.650 < t\text{-table } 1,989$. (c) There is a positive and significant influence on work discipline on employee performance, as evidenced by the value of t calculated for the work discipline variable (Z) $5,251 > t\text{-table } 1,989$. Then based on hypothesis testing simultaneously (Test F) model I and model II can be known the value of Fcount. Therefore, the influence of work motivation and leadership style on employee performance through work discipline as an intervening variable is appropriate and correct. And based on the Determination coefficient test (R2) model I the value is 0.602 or 60.2%. This shows that the percentage contribution of the independent variable Work Motivation, Leadership Style towards the dependent variable of Work Discipline is 0.602 or 60.2%. While the remaining 39.8% is influenced by other variables outside of this study. And based on the Determination coefficient test (R2) model II the value is 0.502 or 50.2%, this shows that the percentage contribution of the independent variable Work Motivation, Leadership Style and Work Discipline towards the dependent variable Employee Performance is 0.502 or 50.2%. While the remaining 49.8% is influenced by other variables outside of this study

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