

ABSTRAK

Santi Ramadana, No.BP 17101155310200, Jurusan Manajemen, 2021
“Pengaruh Sikap Religius Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Transco Dharmasraya”. Pembimbing I Ibu Yosi Yulia, S.E.,M.M.,Ak.,CA dan Pembimbing II Bayu Pratama Azka, SE,MM

Penelitian ini bertujuan untuk menguji Pengaruh Sikap Religius, Gaya Kepemimpinan, Terhadap Kinerja Pegawai, Melalui Kepuasan Kerja Pada PT Transco Dharmasraya. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sampel 90 responden. Metode analisis data yang digunakan adalah analisis jalur dengan menggunakan bantuan komputer dengan software program SPSS versi.

Hasil penelitian yang didapatkan berdasarkan uji t (uji parsial) diperoleh Secara parsial Sikap Religius (X_1) berpengaruh signifikan terhadap Kepuasan Kerja (Z), Secara parsial Gaya Kepemimpinan (X_2) berpengaruh tidak signifikan terhadap Kepuasan Kerja, Secara parsial Sikap Religius (X_1) berpengaruh signifikan terhadap Kinerja Karyawan (Y), Secara parsial Gaya Kepemimpinan (X_2) berpengaruh tidak signifikan terhadap Kinerja Karyawan (Y), Secara parsial Kepuasan Kerja (Z) berpengaruh signifikan terhadap Kinerja Karyawan (Y), Pengaruh langsung Sikap Religius (X_1) lebih besar di banding dengan pengaruh tidak langsung Sikap Religius (X_1) terhadap Kinerja Karyawan (Y) melalui Kepuasan Kerja (Z), Pengaruh langsung Gaya Kepemimpinan (X_2) lebih besar di banding dengan pengaruh tidak langsung Gaya Kepemimpinan (X_2) terhadap Kinerja Karyawan (Y) melalui Kepuasan Kerja (Z), Kontribusi sumbangan variabel *independen* Sikap Religius (X_1) dan Gaya Kepemimpinan (X_2) terhadap variabel *dependen* Kepuasan Kerja (Z), kontribusi sumbangan variabel *independen* Sikap Religius (X_1), Gaya Kepemimpinan (X_2) dan Kepuasan Kerja (Z) terhadap variabel *dependen* Kinerja Karyawan (Y).

Kata Kunci : Sikap Religius, Gaya Kepemimpinan, Kinerja Karyawan, Dan Kepuasan Kerja.

ABSTRACT

Santi Ramadana, No. BP 17101155310200, *Department of Management*, 2021 “*The Influence of Religious Attitudes and Leadership Styles on Employee Performance With Job Satisfaction As Intervening Variable At PT. Transco Dharmasraya*”. Supervisor I Mrs. Yosi Yulia, S.E.,M.M.,Ak.,CA and Supervisor II Bayu Pratama Azka, SE,MM.

This study aims to examine the effect of religious attitudes, leadership styles, on employee performance through job satisfaction at PT Transco Dharmasraya. The method of collecting data is through surveys and distributing questionnaires, with a sample of 90 respondents. The data analysis method used is path analysis using computer assistance with the SPSS version of the software program.

The results obtained based on the t test (partial test) obtained Partially Religious Attitude (X_1) has a significant effect on Job Satisfaction (Z), Partially Leadership Style (X_2) has no significant effect on Job Satisfaction, Partially Religious Attitude (X_1) has a significant effect on Employee Performance (Y), Partially Leadership Style (X_2) has an insignificant effect on employee performance (Y), partially job satisfaction (Z) has a significant effect on employee performance (Y), the direct influence of religious attitudes (X_1) is greater than the indirect influence of religious attitudes (X_1) on Employee Performance (Y) through Job Satisfaction (Z), The direct influence of Leadership Style (X_2) is greater than the indirect influence of Leadership Style (X_2) on Employee Performance (Y) through Job Satisfaction (Z), Contribution of the independent variable contribution Attitude Religion (X_1) and Leadership Style (X_2) on the dependent variable Job Satisfaction (Z), the contribution of the independent variable Religious Attitude (X_1), Leadership Style (X_2) and Job Satisfaction (Z) on the dependent variable Employee Performance (Y).

Keywords : Religious Attitude, Leadership Style, Employee Performance, And Job Satisfaction.