

INTISARI

Pengaruh Gaya Kepemimpinan dan Disiplin kerja terhadap Motivasi kerja Karyawan di PT. Nutricia cabang Yogyakarta

Penelitian ini bertujuan untuk menjelaskan apakah variabel Gaya Kepemimpinan dan Disiplin Kerja berpengaruh secara signifikan terhadap Motivasi Kerja Karyawan PT. Nutricia cabang Yogyakarta serta untuk mengetahui variabel manakah yang berpengaruh secara dominan diantara dua variabel Gaya Kepemimpinan dan Disiplin Kerja terhadap Motivasi kerja karyawan PT. Nutricia cabang Yogyakarta. metode *ini* yaitu dengan memilih langsung seluruh karyawan sebanyak 50 orang. Metode pengumpulan data yang digunakan adalah memberikan kuesioner kepada karyawan PT. Nutricia Cabang Yogyakarta. Penelitian ini dianalisis menggunakan rumus yaitu Analisa Uji Validitas, Uji Reabilitas, Uji Asumsi klasik, Uji Normalitas, Uji Multilinearitas, Uji Heteroskedastisitas, Analisis Berganda, Uji Hipotesis, serta Uji Koefisien Determinasi (R^2) dengan bantuan software SPSS 16.0 for windows. Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan berpengaruh signifikan terhadap Motivasi kerja PT. Nutricia cabang Yogyakarta. Variabel Disiplin kerja mempunyai pengaruh yang positif signifikan terhadap motivasi kerja. Secara bersama-sama variabel Gaya kepemimpinan dan disiplin kerja mempunyai pengaruh yang signifikan terhadap motivasi kerja pada PT. Nutricia cabang Yogyakarta. Sedangkan besarnya pengaruh kedua variabel bebas tersebut terhadap motivasi kerja ditunjukkan oleh nilai Adjusted R^2 yaitu 0,589 atau sebesar 58,9% variansi motivasi kerja dijelaskan oleh gaya kepemimpinan dan disiplin kerja sedangkan sisanya 41,1% dipengaruhi oleh variabel lain yang tidak dimasukkan model penelitian ini.

Kata Kunci :Gaya Kepemimpinan, Disiplin Kerja dan Motivasi kerja Karyawan

ABSTRACT

The influence of the leadership style and work discipline towards employee motivation at PT. Nutricia Yogyakarta branch.

This research aims to clarify whether the variable leadership style and work discipline significantly influence on Employee Motivation at PT. Nutricia Yogyakarta branch as well as to find out which variables are influential in a variable between two dominant leadership style and work discipline against employee motivation at PT. Nutricia Yogyakarta branch. This method is to choose direct all employees as many as 50 people. The Method of data collection used is providing questionnaires to employees at PT. Nutricia Yogyakarta branch. This study analyzed the use of formulas, namely the analysis of the validity Test, Reabilitas classic Assumption test Normality Test, Multilinearitas, Heteroskedastisitas, Multiple Analysis Test, Hipotesis Test, and a test of the determination Coefficient (R²) with the help of SPSS 16.0 for windows software. The results showed that significant influential leadership style towards employee motivation at PT. Nutricia Yogyakarta branch. Variable work discipline had a positive influence significantly to employee motivation. Simultaneously variable leadership style and work discipline had significant effects against the employee motivation at PT. Nutricia Yogyakarta branch. While the magnitude of the influence of both the free variables against the motivation of working demonstrated by Adjusted R² values i.e. 58.9% of 0.589 or variansi work motivation is explained by the leadership style and discipline work while remaining 41.1% affected by other variables that are not included in this research model.

Keywords: Leadership Style, Work Discipline and Employee Motivation