PENGARUH GAYA KEPEMIMPINAN DEMOKRATIS, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN

ABSTRAK

Penelitian bertujuan untuk mengetahui pengaruh gaya kepemimpinan demokratis, motivasi dan disiplin kerja terhadap kinerja karyawan di dalam PT Jogjabay Adventure Waterpark. Sumber data yang dipakai adalah data primer dan data sekunder. Data diolah menggunakan regresi linear berganda, uji t, dan uji F. Skala pengukuran menggunakan skala Likert 5 poin dan menggunakan jumlah sample 60 responden. Pengumpulan data dilakukan menggunakan kuesioner mengenai gaya kepemimpinan demokratis, motivasi, disiplin, dan kinerja karyawan yang telah diuji validitas dan reliabilitasnya. Uji asumsi klasik menyatakan bahwa data berdistribusi normal, model regresi tidak mengalami heteroskedastisitas, multikolineritas dan auto korelasi. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda. Hasil penelitian menunjukan bahwa : Variabel X1 (Gaya kepemimpinan demokratis) berpengaruh signifikan terhadap kinerja karyawan (sig = 0,009 < 0,05; β = 0,376), Variabel X2 (Motivasi) berpengaruh signifikan terhadap kinerja karyawan (sig = 0,005<0,05; β = 0,353), sedangkan Variabel X3 (Disiplin) tidak berpengaruh signifikan terhadap kinerja karyawan (sig = 0.597>0,05; β = 0,067). Model regresi pada penelitian ini mampu menjelaskan bahwa pengaruh Gaya Kepemimpinan Demokratis, Motivasi dan Disiplin sebesar 56,7%, sisanya sebesar 43,3% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini .

Kata kunci: Gaya Kepemimpinan Demokratis, Motivas, Disiplin dan Kinerja Karyawan

THE EFFECT OF DEMOCRATIC LEADERSHIP MOTIVATION AND DISCIPLINE LEADERSHIP ON EMPLOYEE PERFORMANCE

ABSTRACT

The study aims to determine the effect of democratic leadership style, motivation and work discipline on employee performance in PT Jogjabay Adventure Waterpark. Data sources used are primary data and secondary data. Data were processed using multiple linear regression, t test, and F test. The measurement scale uses a 5-point Likert scale and uses a sample size of 60 respondents. Data collection was carried out using a questionnaire regarding democratic leadership style, motivation, discipline, and employee performance that had been tested for validity and reliability. The classic assumption test states that the data is normally distributed, the regression model does not experience heteroscedasticity, multicollinity and auto correlation. The analytical method used in this study is multiple linear regression. The results showed that: Variable X1 (democratic leadership style) had a significant effect on employee performance (sig = 0.009 <0.05; β = 0.376), Variable X2 (Motivation) had a significant effect on employee performance (sig = 0.005 <0.05; β = 0.353), while Variable X3 (Discipline) has no significant effect on employee performance (sig = 0.597> 0.05; β = 0.067). The regression model in this study is able to explain that the influence of the Democratic Leadership Style, Motivation and Discipline of 56.7%, the remaining 43.3% is explained by other variables not examined in this study.

Keywords: Democratic Leadership Style, Motivation, Discipline and Employee Performance