

PENGARUH KEPEMIMPINAN, MOTIVASI KERJA, DAN LINGKUNGAN KERJA PADA KINERJA STAFF CREDIT UNION SAUAN SIBARRUNG TORAJA

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan, motivasi kerja, dan lingkungan kerja pada kinerja staff Credit Union Sauan Sibarrung. Sampel pada penelitian ini menggunakan sebanyak 157 responden yang merupakan staff Credit Union Sauan Sibarrung. Teknik pengumpulan data yang digunakan adalah wawancara dan observasi dengan alat penelitian yang digunakan adalah kuesioner. Hasil uji instrumen penelitian membuktikan bahwa data dalam penelitian ini terbukti valid dan reliabel pada uji validitas dan uji reliabilitas. Penelitian ini menggunakan analisis regresi linear berganda. Hasil penelitian ini membuktikan bahwa: 1). Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja staff Credit Union Sauan Sibarrung. 2). Motivasi kerja tidak berpengaruh signifikan terhadap kinerja staff Credit Union Sauan Sibarrung. 3). Lingkungan kerja tidak berpengaruh signifikan terhadap kinerja staff Credit Union Sauan Sibarrung. 4). Kepemimpinan, motivasi kerja, dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja staff Credit Union Sauan Sibarrung. artinya variabel kepemimpinan, motivasi kerja, dan lingkungan kerja berpengaruh terhadap kinerja karyawan sebesar 3.4% sedangkan sisanya 96.6% dipengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Kepemimpinan, Motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan

***THE EFFECT OF LEADERSHIP, WORK MOTIVATION, AND
WORK ENVIRONMENT ON THE PERFORMANCE OF CREDIT
UNION STAFF SAUAN SIBARRUNG TORAJA***

ABSTRACT

This study aims to examine and analyze the influence of leadership, work motivation, and work environment on the performance of Credit Union Sauan Sibarrung staff. The sample in this study used as many as 157 respondents who were staff of the Credit Union Sauan Sibarrung. Data collection techniques used are interviews and observations with the research tool used is a questionnaire. The results of the research instrument test proved that the data in this study proved valid and reliable in the validity test and reliability test. This study uses multiple linear regression analysis. The results of this study prove that: 1). Leadership has a positive and significant effect on the performance of the Credit Union Sauan Sibarrung staff. 2). Work motivation has no significant effect on the performance of the Credit Union Sauan Sibarrung staff. 3). The work environment has no significant effect on the performance of the Credit Union Sauan Sibarrung staff. 4). Leadership, work motivation, and work environment simultaneously have a positive and significant effect on the performance of the Sauan Sibarrung Credit Union staff. it means that the variables of leadership, work motivation, and work environment affect employee performance by 3.4% while the remaining 96.6%% is influenced by other variables outside this study.

Keywords: *Leadership, Work Motivation, Work Environment, Employee Performance*