

ABSTRACT

GILBERT JUANDA

03011190088

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND WORK MOTIVATION TOWARDS EMPLOYEE PERFORMANCE AT PT SINAR LOGAM MEDAN

(xiv + 86 pages; 46 figures; 34 tables; 7 appendices)

Transformational leadership and work motivation is implemented in order to manage the employee performance. This research has purpose in understanding condition of transformational leadership style, work motivation and employee performance. This will examine the effect of transformational leadership and work motivation on employee performance at PT Sinar Logam Medan.

Analysis method performed is multiple linear regression analysis. The research will assess the transformational leadership variable, work motivation variable and employee performance variable. Research sample is employee at PT Sinar Logam Medan. The approach in this research uses quantitative methods. It explains about the relationship between transformational leadership, work motivation and employee performance at PT Sinar Logam Medan.

The research result can show some conclusions partially, the transformational leadership style variable has a positive and significant influence on employee performance at PT Sinar Logam Medan. Partially, the work motivation variable has a positive and significant influence on employee performance at PT Sinar Logam Medan. Simultaneously, the transformational leadership style and work motivation variable have a positive and significant influence on employee performance at PT Sinar Logam Medan. The coefficient of determination is 82.9%. The coefficient of determination shows that 82.9% of employee performance is explained by transformational leadership style and work motivation.

Keywords : Transformational Leadership, Work Motivation and Employee Performance.

References : 35 (2017-2021)

ABSTRAK

GILBERT JUANDA

03011190088

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT SINAR LOGAM MEDAN

(xiv + 86 halaman; 46 gambar; 34 tabel; 7 lampiran)

Kepemimpinan transformasional dan motivasi kerja diterapkan dalam rangka mengelola kinerja pegawai. Penelitian ini bertujuan untuk memahami kondisi gaya kepemimpinan transformasional, motivasi kerja dan kinerja karyawan. Hal ini akan menguji pengaruh kepemimpinan transformasional dan motivasi kerja terhadap kinerja karyawan di PT Sinar Logam Medan.

Metode analisis yang dilakukan adalah analisis regresi linier berganda. Penelitian ini akan mengkaji variabel kepemimpinan transformasional, variabel motivasi kerja dan variabel kinerja karyawan. Sampel penelitian adalah karyawan di PT Sinar Logam Medan. Pendekatan dalam penelitian ini menggunakan metode kuantitatif. Ini menjelaskan tentang hubungan antara kepemimpinan transformasional, motivasi kerja dan kinerja karyawan di PT Sinar Logam Medan.

Hasil penelitian dapat menunjukkan beberapa kesimpulan secara parsial, variabel gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan di PT Sinar Logam Medan. Secara parsial variabel motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT Sinar Logam Medan. Secara simultan variabel gaya kepemimpinan transformasional dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan di PT Sinar Logam Medan. Koefisien determinasi sebesar 82.9%. Koefisien determinasi menunjukkan bahwa 82.9% kinerja karyawan dapat dijelaskan oleh gaya kepemimpinan transformasional dan motivasi kerja.

Kata Kunci : Kepemimpinan Transformasional, Motivasi Kerja dan Kinerja Karyawan.

Referensi : 35 (2017-2021)