

ABSTRAK

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GAYA KEPEMIMPINAN MILENIAL, BUDAYA ORGANISASI, DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI DI HOTEL XYZ

(xiv + 135 halaman; 10 gambar; 35 tabel; 2 lampiran)

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan milenial, budaya organisasi, dan motivasi kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi pada HOTEL XYZ. Pendekatan kuantitatif dengan metode survei digunakan dalam penelitian ini. Sampel penelitian terdiri dari 157 karyawan yang dipilih menggunakan teknik *Non-Probability Sampling* dengan metode *Accidental Sampling*. Data dikumpulkan melalui kuesioner yang diukur menggunakan skala Likert dan dianalisis menggunakan metode *Partial Least Squares-Structural Equation Modeling* (PLS-SEM). Hasil penelitian pengaruh langsung menunjukkan bahwa gaya kepemimpinan milenial, budaya organisasi, dan motivasi kerja berpengaruh signifikan terhadap kepuasan kerja. Selanjutnya, gaya kepemimpinan milenial berpengaruh signifikan terhadap kinerja karyawan. Sedangkan budaya organisasi, motivasi kerja dan kepuasan kerja tidak berpengaruh signifikan terhadap kinerja karyawan. Untuk hasil penelitian pengaruh tidak langsung kepuasan kerja tidak dapat memediasi pengaruh antara gaya kepemimpinan milenial, budaya organisasi dan motivasi kerja terhadap kinerja karyawan. Dari hasil kesesuaian model, model penelitian tergolong dalam kategori *moderate to strong*, menunjukkan bahwa variabel independen seperti gaya kepemimpinan milenial, budaya organisasi, dan motivasi kerja dapat secara signifikan menjelaskan variabilitas pada variabel dependen. Dari sisi kemampuan prediksi, uji *Q-squared* menunjukkan bahwa model memiliki relevansi prediktif yang tergolong sedang (*medium predictive relevance*).

Referensi : 63 (2013-2024)

Kata Kunci : Gaya Kepemimpinan Milenial, Budaya Organisasi, Motivasi Kerja, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

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MILLENIAL LEADERSHIP STYLE, ORGANIZATIONAL CULTURE, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A MEDIATING VARIABLE AT HOTEL XYZ

(xiv + 135 pages; 10 figures; 35 tables; 2 appendices)

This study aims to analyze the influence of millennial leadership style, organizational culture, and work motivation on employee performance with job satisfaction as a mediating variable at HOTEL XYZ. A quantitative approach with a survey method was used in this study. The research sample consisted of 157 employees selected using the non-probability sampling technique with the accidental sampling method. Data were collected through a questionnaire measured using a Likert scale and analyzed using the Partial Least Squares-Structural Equation Modeling (PLS-SEM) method. The results of the direct influence study showed that millennial leadership style, organizational culture, and work motivation had a significant effect on job satisfaction. Furthermore, millennial leadership style had a significant effect on employee performance. Meanwhile, organizational culture, work motivation, and job satisfaction did not have a significant effect on employee performance. For the results of the study, the indirect effect of job satisfaction cannot mediate the influence between millennial leadership style, organizational culture, and work motivation on employee performance. From the results of the model suitability, the research model is included in the moderate to strong category, indicating that independent variables such as millennial leadership style, organizational culture, and work motivation can significantly explain the variability in the dependent variable. In terms of predictive ability, the Q-squared test shows that the model has a moderate predictive relevance.

References : 63 (2013-2023)

Keywords : Millennial Leadership Style, Organizational Culture, Work Motivation, Job Satisfaction, Employee Performance.