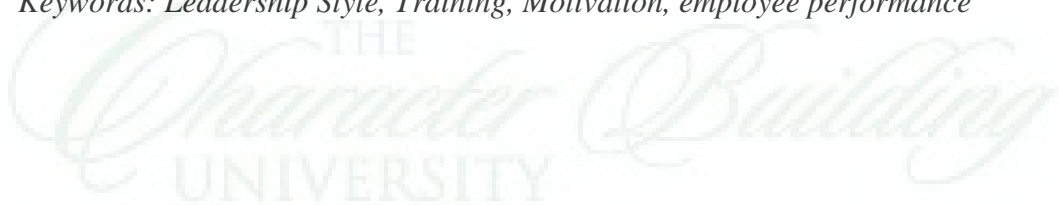


Abstrak

Harris Christian Sianturi, NIM : 7173210015 "The Influence of Leadership Style, Training, and Motivation on Employee Performance at the Khas Parapat Hotel" Thesis Department of Management, Faculty of Economics, Medan State University, 2023.

This study aims to determine the effect of Leadership Style, Training and Motivation on the Performance of Hotel Khas Parapat Employees. The population in this study were 79 employees and the sample used was 79 respondents using a saturated sampling technique. Hypothesis testing was carried out using multiple linear regression using SPSS 25. The partial results showed that Leadership Style had a positive and significant effect on employee performance. Training has a positive and significant effect on employee performance. Motivation has a positive effect on employee performance. The test results show that Leadership Style, Training and Motivation simultaneously influence employee performance. The test results for the coefficient of determination show a value of 0.763 which means that leadership style, coaches, and motivation affect employee performance by 76.3% while the rest are influenced by other variables.

Keywords: Leadership Style, Training, Motivation, employee performance



Abstrak

Harris Christian Sianturi, NIM : 7173210015 "Pengaruh Gaya Kepemimpinan, Pelatihan, dan Motivasi Terhadap Kinerja Karyawan Hotel Khas Parapat" Skripsi Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan, 2023.

Penelitian ini bertujuan untuk mengetahui pengaruh Gaya Kepemimpinan, Pelatihan dan Motivasi Terhadap Kinerja Karyawan Hotel Khas Parapat. Populasi dalam penelitian ini sebanyak 79 orang karyawan dan sampel yang digunakan sebanyak 79 orang responden dengan tehnik sampling jenuh. Pengujian hipotesis dilakukan dengan regresi linier berganda dengan menggunakan SPSS 25. Hasil penelitian secara parsial menunjukkan Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan. Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi berpengaruh positif terhadap kinerja karyawan. Hasil pengujian menunjukkan Gaya Kepemimpinan, Pelatihan dan Motivasi secara simultan berpengaruh terhadap kinerja karyawan. Hasil uji koefisien determinasi menunjukkan nilai sebesar 0,763 yang berarti bahwa gaya kepemimpinan, pelatih, dan motivasi berpengaruh terhadap kinerja karyawan sebesar 76,3% sedangkan sisanya dipengaruhi variabel lain.

Kata Kunci : Gaya Kepemimpinan, Pelatihan, Motivasi, kinerja karyawan