

ABSTRAK

Nanda Tania Syahfitri, NIM : 7171210020. “Pengaruh Gaya Kepemimpinan, Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada PT. Bank SUMUT Kantor Pusat Medan.”

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, motivasi kerja, dan disiplin kerja terhadap kinerja pegawai pada PT. Bank SUMUT Kantor Pusat Medan pada penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel menggunakan *Probability Stratified Random Sampling*, dengan jumlah sampel sebanyak 195 orang yang merupakan pegawai PT. Bank SUMUT Kantor Pusat Medan. Teknik pengumpulan data dalam penelitian ini dilakukan dengan cara menyebarkan kuesioner yang pengukurannya dengan skala likert dan diolah secara statistik menggunakan analisis regresi linear berganda dan pengujian hipotesis dengan uji t, uji F, dan koefisien determinasi (R^2) yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas, dan uji asumsi klasik. Pengolahan data menggunakan program SPSS for windows 25.0

Hasil penelitian menunjukkan bahwa secara parsial gaya kepemimpinan berpengaruh negatif dan signifikan terhadap kinerja pegawai di PT. Bank SUMUT Kantor Pusat Medan. Motivasi kerja berpengaruh secara positif dan signifikan terhadap kinerja pegawai di PT. Bank SUMUT Kantor Pusat Medan. Sedangkan disiplin kerja berpengaruh negatif dan signifikan terhadap kinerja pegawai di PT. Bank SUMUT Kantor Pusat Medan. Hasil penelitian ini menunjukkan bahwa variabel gaya kepemimpinan, motivasi kerja, dan disiplin kerja secara simultan berpengaruh terhadap kinerja di PT. Bank SUMUT Kantor Pusat Medan. Hal ini terlihat dari nilai bahwa $F_{hitung} 21,771 > F_{tabel} 3,04$ dengan signifikansi $0,000 < 0,05$. Uji koefisien determinasi sebesar 0,255 yang berarti bahwa Gaya Kepemimpinan, Motivasi Kerja, dan Disiplin Kerja 25,5% dan sisanya 74,5% dipengaruhi oleh variabel lain diluar model penelitian.

Kata Kunci : Gaya Kepemimpinan, Motivasi Kerja, Disiplin Kerja, Kinerja

ABSTRACT

Nanda Tania Syahfitri, NIM: 7171210020. "The Influence of Leadership Style, Work Motivation, and Work Discipline on Employee Performance at PT. Bank SUMUT Medan Head Office."

This research aims to determine the influence of leadership style, work motivation and work discipline on employee performance at PT. Bank SUMUT Medan Head Office in this research used quantitative methods with a sampling technique using Probability Stratified Random Sampling, with a total sample of 195 people who were employees of PT. Bank SUMUT Medan Head Office. The data collection technique in this research was carried out by distributing questionnaires which were measured using a Likert scale and processed statistically using multiple linear regression analysis and hypothesis testing with the t test, F test, and coefficient of determination (R^2) where previously the data had been tested using the validity test, reliability test, and classical assumption test. Data processing uses the SPSS for Windows 25.0 program

The research results show that partially leadership style has a negative and significant effect on employee performance at PT. Bank SUMUT Medan Head Office. Work motivation has a positive and significant effect on employee performance at PT. Bank SUMUT Medan Head Office. Meanwhile, work discipline has a negative and significant effect on employee performance at PT. Bank SUMUT Medan Head Office. The results of this research indicate that the variables of leadership style, work motivation, and work discipline simultaneously influence performance at PT. Bank SUMUT Medan Head Office. This can be seen from the value that F count is $21.771 > F$ table 3.04 with a significance of $0.000 < 0.05$. The coefficient of determination test is 0.255, which means that Leadership Style, Work Motivation and Work Discipline are 25.5% and the remaining 74.5% is influenced by other variables outside the research model.

Keywords: Leadership Style, Work Motivation, Work Discipline, Performance