

ABSTRAK

Muhammad Buhari. NIM: 2061201105. Pengaruh Pelatihan Kerja, Kompensasi dan Gaya Kepemimpinan terhadap Kinerja Karyawan pada Perusahaan Manufaktur PT. Sukses Cipta Makmur.

Tujuan penelitian ini adalah untuk mengetahui Pengaruh Pelatihan Kerja, Kompensasi dan Gaya Kepemimpinan terhadap Kinerja Karyawan pada Perusahaan Manufaktur PT. Sukses Cipta Makmur. Desain penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif dan teknik pengumpulan data penelitian kepustakaan (Library Research) serta penelitian lapangan (Field Research). Teknik analisis data yang dipakai dalam penelitian ini menggunakan analisis uji instrumen data, uji asumsi klasik, uji regresi linier berganda, uji korelasi, uji determinasi, uji t dan uji f dengan menguji variabel pelatihan kerja (X_1), kompensasi (X_2) dan gaya kepemimpinan (X_3) terhadap kinerja karyawan (Y). Hasil penelitian ini menunjukkan dengan analisis linier berganda diperoleh nilai konstanta sebesar 4,602 artinya nilai konstanta positif menunjukkan pengaruh variabel independen. Bila variabel independen naik atau berpengaruh dalam satu satuan, maka variabel kinerja karyawan akan naik atau terpenuhi. Dari hasil uji t variabel pelatihan kerja (X_1) terhadap kinerja karyawan (Y) mempunyai $T_{hitung}(4,256) > T_{tabel}(1,988)$, uji t variabel kompensasi (X_2) terhadap kinerja karyawan (Y) mempunyai $T_{hitung}(4,536) > T_{tabel}(1,988)$, variabel gaya kepemimpinan (X_3) terhadap kinerja karyawan (Y) mempunyai $T_{hitung}(3,664) > T_{tabel}(1,988)$, sehingga dapat dinyatakan bahwa pelatihan kerja (X_1), kompensasi (X_2) dan gaya kepemimpinan (X_3) mempunyai pengaruh secara parsial terhadap kinerja karyawan (Y). Nilai signifikan sebesar $0.000 < 0,05$ dan dapat diperoleh nilai $F_{hitung}(80,976) > F_{tabel}(3,10)$, maka dapat disimpulkan bahwa Pelatihan Kerja, Kompensasi dan Gaya Kepemimpinan berpengaruh simultan/memiliki pengaruh secara bersama-sama terhadap Kinerja Karyawan. Hasil analisis koefisien determinasi (R^2) diperoleh nilai (Rsquare) sebesar 0,873. Hal ini berarti seluruh variabel bebas yakni Pelatihan kerja (X_1) Kompensasi (X_2) Gaya kepemimpinan (X_3) mempunyai kontribusi secara bersama-sama sebesar 87% terhadap variabel terikat (Y) yaitu kinerja, sedangkan sisanya 13% dipengaruhi oleh variabel-variabel lain di luar variabel Pelatihan kerja, Kompensasi dan Gaya kepemimpinan.

Kata kunci: Pelatihan Kerja, Kompensasi, Gaya Kepemimpinan, Kinerja

ABSTRACT

Muhammad Buhari. NIM: 2061201105. The Effect of Compensation Job Training and Leadership Style on Employee Performance at the Manufacturing Company PT. Sukses Cipta Makmur.

The purpose of this study was to determine the effect of compensation job training and leadership style on employee performance at the manufacturing company PT. Sukses Cipta Makmur. This research design uses quantitative methods with an associative approach and data collection techniques for library research and field research. The data analysis technique used in this study uses data instrument test analysis, classical assumption test, multiple linear regression test, correlation test, determination test, t test and f test by testing job training variables (X_1), compensation (X_2) and leadership style (X_3) on employee performance (Y). The results of this study indicate that with multiple linear analysis, a constant value of 4.602 is obtained, meaning that the positive constant value shows the effect of the independent variable. If the independent variable increases or has an effect in one unit, the employee performance variable will increase or be fulfilled. From the results of the t test of the job training variable (X_1) on employee performance (Y) has T_{hitung} (4.256) > T_{tabel} (1.988), the t test of the compensation variable (X_2) on employee performance (Y) has T_{hitung} (4.536) > T_{tabel} (1.988), leadership style variable (X_3) on employee performance (Y) has T_{hitung} (3,664) > T_{tabel} (1,988), so it can be stated that job training (X_1), compensation (X_2) and leadership style (X_3) have a partial influence on employee performance (Y). A significant value of $0.000 < 0.05$ and can be obtained the value of F_{count} (80,976) > F_{table} (3.10), it can be concluded that Job Training, Compensation and Leadership Style have a simultaneous effect / have a joint influence on Employee Performance. The results of the analysis of the coefficient of determination (R^2) obtained a value ($Rsquare$) of 0.873. This means that all independent variables, namely Job Training (X_1) Compensation (X_2) Leadership style (X_3) have a joint contribution of 87% to the dependent variable (Y), namely performance, while the remaining 13% is influenced by other variables outside the Job Training, Compensation and Leadership style variables.

Keywords: Job Training, Compensation, Leadership Style, Performance