

ABSTRACT

The purpose of this study is to use quantitative techniques to ascertain the impact of management style, workplace rules, and pay on employee performance at Shore Amora Cangggu Bali. The study involved a sample of 50 people selected using a linear saturated sampling method. Data collection using a questionnaire Data analysis using SPSS 22.00 for Windows with analyses of the validity test and reliability test, descriptive analysis, the classical assumption test, partial correlation analysis, multiple correlation analysis, multiple regression, the coefficient of determination analysis, the T-test analysis, and the F-test analysis. Hypothesis testing was carried out at the 5% level. The results showed that leadership style had a significant positive effect on employee performance, obtained a t-count value of 3.723 > t-table value of 1.677 and a significance of 0.032 <0.05, work discipline had a significant positive effect on employee performance, obtained a t-count value of 6.202 > t value -table 1.677 and a significance of 0.000 <0.05, compensation has a significant positive effect on employee performance, obtained a t-count value of 4.671 > t-table value of 1.677 and a significance of 0.001 <0.05 and simultaneously leadership style, work discipline, and compensation have an effect significantly to employee performance, obtained an F-count value of 18.835 > F-table value of 3.20 and a significance of 0.000 <0.05. Based on these results, it can be concluded that leadership style, work discipline, and compensation have a partial and simultaneous effect on employee performance at Shore Amora Cangggu Bali.

Keywords : Leadership Style, Work Discipline, Compensation, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, disiplin kerja dan kompensasi terhadap kinerja karyawan di Shore Amora Canggü Bali dengan menggunakan metode kuantitatif. Penelitian melibatkan sampel sebanyak 50 orang dengan menggunakan metode sampling jenuh. Pengumpulan data menggunakan kuesioner. Analisis data menggunakan SPSS 22.00 for Windows dengan analisis Uji Validitas dan Uji Reliabilitas, Analisis Deskriptif, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Koefisien Determinasi, Analisis Uji T-test, dan Analisis Uji F-test. Uji Hipotesis dilakukan pada taraf 5%. Hasil penelitian menunjukkan gaya kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 3,723 > nilai t-tabel 1,677 dan signifikansi 0,032 < 0,05, disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 6,202 > nilai t-tabel 1,677 dan signifikansi 0,000 < 0,05, kompensasi berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 4,671 > nilai t-tabel 1,677 dan signifikansi 0,001 < 0,05 dan secara simultan gaya kepemimpinan, disiplin kerja, dan kompensasi berpengaruh signifikan terhadap kinerja karyawan, diperoleh nilai F-hitung 18,835 > nilai F-tabel 3,20 dan signifikansi 0,000 < 0,05. Berdasarkan hasil tersebut dapat disimpulkan bahwa gaya kepemimpinan, disiplin kerja, dan kompensasi sangat berpengaruh secara parsial dan simultan terhadap kinerja karyawan di Shore Amora Canggü Bali.

Kata Kunci :Gaya Kepemimpinan, Disiplin Kerja, Kompensasi, Kinerja Karyawan