

ABSTRACT

This study aims to determine the effect of leadership, work discipline, and motivation partially and simultaneously on employee performance. This research was conducted at Eastin Ashta Resort Canggü. The population uses Eastin Ashta Resort Canggü employees and a sample of 93 respondents. Data analysis techniques used Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, t test and F test. The results showed that: (1) leadership has a significant positive effect on employee performance, where the regression coefficient value is 0.275, $t_{count} = 2.175 > t_{table} = 1.987$ with a significance level of 0.032. (2) work discipline has a significant positive effect on employee performance, which is obtained with a regression coefficient value of 0.352, $t_{count} = 2.539 > t_{table} = 1.987$ with a significance level of 0.013. (3) the value of the regression coefficient is 0.333, the value of $t_{count} = 3.076$ is greater than $t_{table} = 1.987$ with a significance level of 0.003. (4) simultaneously leadership, work discipline, and motivation have a significant effect on employee performance, where the F-count value is 48.230 while the F-table is 2.707 and the sig value is $0.000 > 0.05$. The regression equation is $= -0.715 + 0.275X_1 + 0.352X_2 + 0.333X_3$. The coefficient of determination shows the magnitude of the influence of leadership, work discipline and motivation on employee performance is 61.9%.

Keywords: Leadership, Work Discipline, Motivation, Employee Performance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, disiplin kerja, dan motivasi secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Eastin Ashta Resort Canggü. Populasi menggunakan karyawan Eastin Ashta Resort Canggü dan sampel sebanyak 93 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji t dan Uji F. Hasil penelitian diperoleh bahwa: (1) kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi sebesar 0,275, nilai thitung = 2,175 > ttabel = 1,987 dengan tingkat signifikannya sebesar 0,032. (2) disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh dengan nilai koefisien regresi sebesar 0,352, nilai thitung = 2,539 > ttabel = 1,987 dengan tingkat signifikannya sebesar 0,013. (3) nilai koefisien regresi sebesar 0,333, nilai thitung = 3,076 lebih besar dari pada ttabel = 1,987 dengan tingkat signifikannya sebesar 0,003. (4) secara simultan kepemimpinan, disiplin kerja, dan motivasi berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai F-hitung 48,230 sedangkan F-tabel sebesar 2,707 dan nilai sig sebesar 0,000 > 0,05. Persamaan regresi sebesar $-0,715 + 0,275X_1 + 0,352X_2 + 0,333X_3$. koefisien determinasi menunjukkan Besarnya pengaruh kepemimpinan, disiplin kerja, dan motivasi terhadap kinerja karyawan adalah 61,9%.

Kata kunci: Kepemimpinan, Disiplin Kerja, Motivasi, Kinerja Karyawan.