

## ABSTRACT

This study aims to determine the effect of leadership style, motivation, and work environment partially and simultaneously on employee performance. This research was conducted at The Legian Seminyak kitchen. The sample of this study were 32 respondents who were all employees of kitchen of The Legian Seminyak. Data analysis techniques using Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Determination Coefficient Test, F Test and t Test. This study concluded that: (1) leadership style has a positive and significant effect on employee performance, where the t-count value is 2.174, the regression coefficient value is 0.264 and the significance is 0.038. (2) motivation has a positive and significant effect on employee performance, where the t-count value is 2.306, the regression coefficient value is 0.228 and the significance is 0.029. (3) the work environment has a positive and significant effect on employee performance, where the t-count value is 2.239, the regression coefficient value is 0.215 and the significance is 0.033. (4) simultaneously leadership style, motivation, and work environment have a significant effect on employee performance, where the F-count value is 15.710, the regression model is as follows:  $Y = 0.495 + 0.264X_1 + 0.228X_2 + 0.215X_3$ . Suggestions that can be given by researchers are the management should routinely provide training to employees, train their ability to control emotions, provide compensation in accordance with the workload done by employees, and routinely make gathering, and spirituality activities.

**Keywords: Leadership Style, Motivation, Work Environment, Employee Performance**

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, motivasi dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di *kitchen* di *The legian* Seminyak. Populasi menggunakan karyawan *kitchen* di *The legian* Seminyak dan sampel sebanyak 32 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa: (1) gaya kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,174, nilai koefisien regresi 0,264 dan signifikansi 0,038. (2) motivasi berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,306, nilai koefisien regresi 0,228 dan signifikansi 0,029. (3) lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,239, nilai koefisien regresi 0,215 dan signifikansi 0,033. (4) secara simultan gaya kepemimpinan, motivasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai F-hitung 15,710, persamaan regresi sebesar  $Y = 0,495 + 0,264X_1 + 0,228X_2 + 0,215X_3$  dan signifikansi 0,000.. Saran yang dapat diberikan peneliti adalah secara rutin memberikan pelatihan kepada karyawan, meningkatkan kemampuan dalam mengontrol emosi, memberikan kompensasi yang sesuai dengan jumlah pekerjaan yang dikerjakan karyawan dan secara rutin membuat kegiatan kebersamaan antar karyawan seperti rekreasi bersama dan persembahyangan bersama.

**Kata kunci: Gaya Kepemimpinan, Motivasi, Lingkungan Kerja, Kinerja Karyawan**