

ABSTRACT

The objective of this study is to assess the impact of leadership style, job design, and work environment on employee performance, both individually and collectively. The research was carried out at Dedayuh Villa Seminyak. The population comprised employees of Dedayuh Villa Seminyak, and a sample of 30 respondents was selected. The data analysis technique employs many statistical tests including 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. The study findings indicate that leadership style has a substantial and positive impact on employee performance. Additionally, job design is found to have a significant and positive influence on employee performance. Moreover, the work environment is shown to have a positive and significant effect on employee performance. Furthermore, when considering all factors together, leadership style, job design, and work environment collectively have a significant impact on employee performance. The independent variables have a significant impact on employee performance, accounting for 74.4% of the overall influence. Researchers can present the following suggestions: Enhance the employees' work proficiency at Dedayuh Villa Seminyak; consistently offer motivation to subordinates; regularly supervise employees during work; and augment the quantity of fans and air conditioners.

Keywords: Leadership Style, Job Design, Work Environment, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, desain pekerjaan dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Dedayuh Villa Seminyak, . Populasi menggunakan karyawan Dedayuh Villa Seminyak, dan sampel sebanyak 30 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 gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, desain pekerjaan berpengaruh positif signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan secara simultan gaya kepemimpinan, desain pekerjaan dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 74,4%. Saran yang dapat diberikan peneliti adalah Dedayuh Villa Seminyak, diharapkan meningkatkan kemampuan karyawan dalam menyelesaikan pekerjaan, selalu memberikan motivasi kepada bawahan, selalu mengawasi karyawan dalam bekerja, menambah jumlah kipas angin dan AC.

Kata Kunci: Gaya Kepemimpinan, Desain Pekerjaan, Lingkungan Kerja Dan Kinerja Karya