

## ABSTRACT

The purpose of this study was to determine the effect of servant leadership, work discipline and work environment on employee performance at PT. Daha Investment. The independent variables in this study are servant leadership (X1), work discipline (X2), work environment (X3) and the dependent variable is employee performance (Y) at PT. Daha Investment. This study uses multiple linear regression analysis to determine the effect of servant leadership (X1), work discipline (X2), work environment (X3) on employee performance (Y) at PT. Daha Investment. The population in this study were all 211 employees of PT Daha Investment. The sample selection method used was probability sampling, so that the sample totaled 68 people. This study used primary data, data was collected by distributing questionnaires to all research samples. The research hypothesis testing used SPSS 26.0 for Windows. The results showed that servant leadership (X1) had a positive and significant partial effect on employee performance (Y) at PT. Daha Investment. Work discipline (X2) had a positive and significant partial effect on employee performance (Y) at PT. Daha Investment. Work environment (X3) has a positive and significant partial effect on employee performance (Y) at PT. Daha Investment and servant leadership (X1), work discipline (X2), and work environment (X3) have a positive and significant simultaneous effect on employee performance (Y) at PT. Daha Investment. The regression equation in this study is as follows:  $Y = 5,327 + 0,111 X_1 + 0,367 X_2 + 0,095 X_3$ . Based on these results, to optimize employee performance, policies and regulations are needed to improve servant leadership, work discipline and work environment.

Keywords: Employee Performance, Servant Leadership, Work Discipline and Work Environment

## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh *servant leadership*, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan pada PT. Daha Investment. Variabel independent dalam penelitian ini adalah *servant leadership* ( $X_1$ ), disiplin kerja ( $X_2$ ), lingkungan kerja ( $X_3$ ) dan variabel dependen yakni kinerja karyawan (Y) pada PT. Daha Investment. Penelitian ini menggunakan analisis regresi linier berganda untuk mengetahui pengaruh *servant leadership* ( $X_1$ ), disiplin kerja ( $X_2$ ), lingkungan kerja ( $X_3$ ) terhadap kinerja karyawan (Y) pada PT. Daha Investment. Populasidalam penelitian ini adalah seluruh karyawan PT Daha Investment sebanyak 211. Metode pemilihan sampel yangdigunakan adalah *probability sampling*, sehingga sampel berjumlah sebanyak 68 orang. Penelitian ini menggunakan data primer, data dikumpulkan dengan cara menyebarkan kuesioner kepada seluruh sampel penelitian. Pengujian hipotesis penelitian menggunakan SPSS 26.0 *for Windows*. Hasil penelitian menunjukkan bahwa *servant leadership* ( $X_1$ ) berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (Y) pada PT. Daha Investment. Disiplin kerja ( $X_2$ ) berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (Y) pada PT. Daha Investment. Lingkungan kerja ( $X_3$ ) berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (Y) pada PT. Daha Investment dan *servant leadership* ( $X_1$ ), disiplin kerja ( $X_2$ ), dan lingkungan kerja ( $X_3$ ) berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan (Y) pada PT. Daha Investment. Persamaan regresi pada penelitian ini adalah sebagai berikut :  $Y = 5,327 + 0,111 X_1 + 0,367 X_2 + 0,095 X_3$ . Berdasarkan hasil tersebut maka untuk mengoptimalkan kinerja karyawan maka perlu kebijakan maupun regulasi untuk meningkatkan *servant leadership*, disiplin kerja dan lingkungan kerja.

Kata Kunci: Kinerja Karyawan, *Servant Leadership*, Disiplin Kerja dan Lingkungan