

ABSTRACT

This study aims to find out the effect of leadership style, motivation, and work discipline on employee performance at Como Uma Canggü. This study involved 63 respondents who were permanent employees, selected through purposive sampling using the Slovin formula. The analysis methods used included validity and reliability tests, classical assumption tests, partial and multiple correlation, multiple linear regression, coefficient of determination, and t and F tests at a significance level of 5%. The results indicate that leadership (X1) has a positive and significant effect on employee performance with a regression coefficient of 0.371, a t-value of 2.922, and a sig of $0.004 < 0.05$. Work motivation (X2) has a positive and significant effect with a regression coefficient of 0.247, a t-value of 2.001, and a significance level of $0.026 < 0.05$. Work Discipline (X3) has a positive and significant effect with a regression coefficient of 0.289, a t-value of 2.343, and a significance level of $0.023 < 0.05$. Simultaneously, the three variables have a significant effect on employee performance, supported by an F-value of 79.189 and a significance level of $0.000 < 0.05$. Additionally, the results of the coefficient of determination (R²) indicate that Leadership Style (X1), Work Motivation (X2), and Work Discipline (X3) contribute 59.1% to employee performance at Como Uma Canggü.

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

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Gaya Kepemimpinan, Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan di Como Uma Cunggu. Penelitian ini melibatkan 63 responden yang merupakan karyawan tetap, dipilih melalui metode *purposive sampling* dengan perhitungan menggunakan rumus Slovin. Metode analisis yang digunakan yaitu mencakup uji validitas, reliabilitas, uji asumsi klasik, korelasi parsial dan berganda, regresi linear berganda, koefisien determinasi, serta uji t dan F pada taraf signifikan 5%. Hasil penelitian menunjukkan bahwa kepemimpinan (X_1) berpengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi sebesar 0,371 nilai t_{hitung} 2,922 dan $\text{sig } 0,004 < 0,05$. *Motivasi Kerja* (X_2) berpengaruh secara positif dan signifikan dengan koefisien regresi sebesar 0,247 nilai t_{hitung} 2,001 dan $\text{sig } 0,026 < 0,05$. Disiplin Kerja (X_3) memberikan pengaruh positif dan signifikan dengan koefisien regresi sebesar 0,289, nilai t_{hitung} 2,343 dan $\text{sig } 0,023 < 0,05$. Secara simultan, ketiga variabel tersebut berpengaruh signifikan terhadap kinerja karyawan, didukung oleh nilai F_{hitung} sebesar 79.189 dan $\text{sig } 0,000 < 0,05$. Selain itu hasil nilai dari koefisien determinasi (R^2), Gaya kepemimpinan (X_1), Motivasi Kerja (X_2) Disiplin Kerja (X_3) memberikan kontribusi sebesar 59,1% terhadap kinerja karyawan pada Como Uma Cunggu

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