



ABSTRAK

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Judul	: Pengaruh Antara Gaya Kepemimpinan dan Gaya Komunikasi Pemimpin Terhadap Kinerja Pekerja (Studi terhadap TAC Pertamina EP – Pilona Petro Tanjung Lontar di Jakarta dan Muara Enim)
Jumlah halaman	: 5 Bab, 103 halaman, 10 lampiran
Referensi	: 48 buku / literatur

PENGARUH ANTARA GAYA KEPEMIMPINAN DAN GAYA KOMUNIKASI PEMIMPIN TERHADAP KINERJA PEKERJA (STUDI TERHADAP TAC PERTAMINA EP – PILONA PETRO TANJUNG LONTAR DI JAKARTA DAN MUARA ENIM).

Tujuan penelitian adalah mengetahui pengaruh gaya kepemimpinan dan gaya komunikasi terhadap kinerja pekerja. Obyek penelitian adalah 16 pekerja di Jakarta dan 29 pekerja di Muara Enim.

Penelitian kuantitatif ini mengolah data dari hasil pengisian kuesioner. Analisis data penelitian menggunakan analisis regresi berganda yang terdiri dari koefisien determinasi, uji F, dan uji t. Sebelum analisis regresi, dilakukan uji validitas, uji realibilitas, dan uji Normalitas.

Hasil uji validitas pernyataan dalam tiga variabel adalah valid. Adapun Uji Realibilitas ketiga variabel dinyatakan reliabel karena nilai *Cronbach's Alpha* lebih besar dari 0,6. Hasil uji normalitas menunjukkan bahwa ketiga variabel datanya berdistribusi normal.

Dalam analisis regresi berganda, diperoleh koefisien determinasi 0,603, artinya kinerja pekerja dapat dijelaskan oleh gaya kepemimpinan dan gaya komunikasi sebesar 60,3%. Hasil uji F menunjukkan bahwa variabel gaya kepemimpinan dan variabel gaya komunikasi secara bersamaan mempengaruhi kinerja pekerja. Hasil uji t menunjukkan bahwa secara parsial baik variabel gaya maupun variabel gaya komunikasi mempengaruhi variabel kinerja pekerja.

Saran berdasarkan hasil penelitian adalah kinerja pekerja TAC PT Pilona dipengaruhi oleh gaya kepemimpinan dan gaya komunikasi sehingga tersebut perlu untuk dipertahankan dan ditingkatkan. Selanjutnya perlu dilakukan penelitian kinerja pekerja yang dipengaruhi oleh motivasi, lingkungan kerja, dan lain-lain.



ABSTRACT

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IMPACT OF LEADERSHIP STYLE AND LEADER COMMUNICATION STYLE TO EMPLOYEE PERFORMANCE (STUDY AT TAC PERTAMINA EP – PILONA PETRO TANJUNG LONTAR IN JAKARTA AND MUARA ENIM).

The objectives of the research (final thesis) is to get the knowledge whether there is an impact of leadership style and leader communication style to employee performance. The research object / target is 16 employees in Jakarta and 29 employee in Muara Enim.

This quantitative research was processing the data through fulfilling the presented questionnaire distributed to all staff positions in the organization. The research data analysis was using double regression analysis model that covers determinant coefficient, F test and t test. Prior to doing the regression analysis, the researcher did some prior tests i.e. validity test, reliability and normality test.

The result of statement for validity test comprising in three variables has been proven as valid. Regarding the Reliability test for the three variables, it is also proven as reliable, because the Cronbach's Alpha shows bigger than 0.6. The result for normality test shows that the three variables have a normal distribution data.

In the double regression analysis, it is found that the determinant co-efficiency shows 0.603, meaning that the employee performance can be influenced by the leadership style and the leader communication style by 60.3%. The result of F test shows that the variable for leadership style and the variable for leader communication style, they both influence and affect simultaneously, as well as in partial, for the leadership style variable and for the leader communication style that influence the employee performance variable.

The recommendation based on the research result is that the employee performance in TAC PEP Pilona PTL is proven effected by the leadership style and the leader communication style, so that this condition is recommended to be maintained and to be improved. Furthermore, it is recommended to conduct another follow-up research regarding employee performance that is effected by motivation, working environment and other related items.