

ABSTRACT

This research aimed to examine and find out the effects of leadership style, achievement motivation, and career growth towards employee's performance. There were three independent variables and one dependent variable in this research. The three independent variables were leadership style (X1), achievement motivation (X2), and career growth (X3), and the dependent variable was employee's performance (Y). Sample taken in this research was done by using random sampling with slovin formula and there were 119 respondents out of 170 populations. Data was gathered by distributing questionnaires and was analysed by multiple regressions with the help of SPSS program version 22. The result of this research shows that independent variable leadership style, achievement motivation and career growth have significant and positive significant effect to employee's performance, however, the result of this research proves that all three independent variables; leadership style (X1), achievement motivation (X2), and career growth (X3) simultaneously have significant effect towards employee's performance.

Keywords: Leadership Style, Achievement Motivation, Career Growth, Employee's Performance



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ABSTRAK

Penelitian ini bertujuan untuk menguji dan mengetahui pengaruh Gaya kepemimpinan, motivasi berprestasi, dan pengembangan karir terhadap kinerja pegawai. Pada penelitian ini terdiri dari tiga variabel bebas yaitu Gaya kepemimpinan (X1), motivasi berprestasi (X2), dan pengembangan karir (X3) dan satu variabel terikat yaitu kinerja pegawai (Y). Pengambilan sampel dalam penelitian ini dilakukan secara *random sampling* dengan menggunakan rumus Slovin maka dihasilkan 119 orang responden dari populasi sebanyak 170 karyawan. Data diperoleh dari hasil penyebaran kuisisioner dan metode analisis yang digunakan adalah regresi berganda dengan bantuan program SPSS versi 22. Hasil penelitian menunjukkan bahwa variabel Gaya kepemimpinan, motivasi berprestasi dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai. Namun hasil penelitian ini membuktikan bahwa ketiga variabel bebas yaitu gaya kepemimpinan (X1), motivasi berprestasi (X2), dan pengembangan karir (X3) secara bersama-sama memiliki pengaruh yang signifikan terhadap kinerja pegawai PT. Garuda Indonesia Tbk.

Kata kunci: Gaya Kepemimpinan, Motivasi berprestasi, Pengembangan Karir, Kinerja Pegawai

