

ABSTRACT

This study aims to analyze the effects of leadership, training, and organizational culture on employee performance at PT XYZ. This research used a descriptive quantitative and causal approach using survey method. The sampling technique used was a non-probability sampling with a saturated sampling of all 107 employees in printing department at PT XYZ. Data were analyzed by using multiple linear regression with the help of SPSS version 25 for Windows. The results show that leadership, employee training, and organizational culture have positive and significant influences on employee performance at PT XYZ. Since leadership is the most influential variable to Employee Performance, it is suggested that PT XYZ should improve the Leadership in order to achieve good performance result.

Keywords: Leadership, Training, Organization Culture, Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan, Pelatihan, dan Budaya Organisasi terhadap Kinerja Karyawan pada PT XYZ. Jenis penelitian kuantitatif dengan metode survey deskriptif. Populasi seluruh karyawan departemen *printing* PT XYZ berjumlah 107 responden dengan teknik *non probability sampling* dengan metode sampel jenuh atau sensus. Analisis data dengan uji regresi linier berganda menggunakan aplikasi SPSS versi 25. Hasil penelitian ini menunjukkan bahwa Kepemimpinan, Pelatihan, dan Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Variabel Kepemimpinan merupakan variabel yang paling besar pengaruhnya terhadap Kinerja Karyawan, sehingga disarankan PT XYZ perlu memperbaiki Kepemimpinan demi hasil kinerja yang baik.

Kata kunci: Kepemimpinan, Pelatihan, Budaya Organisasi, Kinerja Karyawan

