

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Gaya kepemimpinan, Motivasi kerja, Kepuasan kerja terhadap Kinerja karyawan PT Pro Car International Finance. Dimana Gaya kepemimpinan, Motivasi kerja, Kepuasan kerja sebagai variabel independen, dan Kinerja Karyawan sebagai variabel dependen. Dalam penelitian ini digunakan menggunakan metode survey, dimana kuesioner disebar kepada beberapa karyawan PT Pro Car International Finance. Sampel yang digunakan jenis *accidental* sample. Dari hasil penelitian didapatkan semua variabel bebas berpengaruh secara signifikan terhadap Kinerja Karyawan. Hasil penelitian juga menunjukkan hubungan yang kuat antara Gaya Kepemimpinan dengan Kinerja Pegawai. Sehubungan dengan hal tersebut, disarankan PT Pro Car International Finance untuk fokus terhadap variabel Gaya kepemimpinan khususnya pemberian metode Instruksi kerja, model konsultatif, dan peran partisipatif pimpinan meningkatkan kinerja pegawai.

Kata kunci : Gaya kepemimpinan, Motivasi kerja, Kepuasan kerja, dan Kinerja karyawan.



ABSTRACT

This study aims to determine the effect of leadership style, work motivation, job satisfaction on the performance of employees of PT Pro Car International Finance. Where is the leadership style, work motivation, job satisfaction as independent variables, and Employee Performance as the dependent variable. This study used a survey method, where questionnaires were distributed to several employees of PT Pro Car International Finance. The sample used type of accidental sample. From the results, all the independent variables significantly influence employee performance. The results also showed a strong relationship between leadership style with employee performance. In this regard, it is suggested PT Pro Car International Finance to focus on the variables of leadership style, especially giving instructions for methods of work, a model consultative and participatory role leaders improve employee performance.

Keywords: leadership style, work motivation, job satisfaction, and employee performance

