

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Gaya Kepemimpinan Transformasional, Displin, dan Motivasi Kerja terhadap Kinerja Karyawan di PT Joyson Safety System Indonesia. Sampel dalam penelitian ini adalah 80 karyawan. Metode penarikan sampel dengan menggunakan sampling jenuh. Metode pengumpulan data menggunakan metode *survey*, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa (1) Gaya Kepemimpinan Transformasional berpengaruh positif dan signifikan terhadap Kinerja Karyawan di PT Joyson Safety System Indonesia. (2) Disiplin Kerja tidak berpengaruh signifikan terhadap Kinerja Karyawan di PT Joyson Safety System Indonesia. (3) Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan di PT Joyson Safety System Indonesia

Kata Kunci: Gaya Kepemimpinan Transformasional, Disiplin, Motivasi Kerja, dan Kinerja Karyawan.



## **ABSTRACT**

*This study aims to analyze the effect of transformational leadership style, discipline, and work motivation on employee performance at PT Joyson Safety System Indonesia. The sample in this study were 80 employees. Sampling method using saturated sampling. Methods of data collection using survey methods, with the research instrument is a questionnaire. Data analysis method using Partial Least Square. This study proves that (1) Transformational Leadership Style has a positive and significant effect on employee performance at PT Joyson Safety System Indonesia. (2) Work Discipline has no significant effect on Employee Performance at PT Joyson Safety System Indonesia. (3) Work Motivation has a positive and significant effect on Employee Performance at PT Joyson Safety System Indonesia*

*Keywords: Transformational Leadership Style, Discipline, Work Motivation, and Employee Performance.*

