

ABSTRACT

The objective of this research is focused on leadership style, competence and job motivation influence to the employee performance in PT.Indofood CBP Sukses Makmur,Tbk Jakarta. The research approach used is quantitative approach with explanatory survey method (questionnaire). The results of the research show that leadership style, competence and job motivation have thoroughly significant and positive influence to the employee performance. Based on the determination coefficient, R² is obtained as much as 0.612 which means that the percentage of contribution of leadership style, competence and job motivation variables toward employee performance. Therefore, General manager must have programme and strategic plan for future must also address issues in human resource problems, specially about leadership style and competence in order to their employees for achieving level of higher performance.

Keyword : leadership style, competence, job motivation, employee performance



Abstrak

Tujuan penelitian ini difokuskan pada gaya kepemimpinan, kompetensi dan motivasi kerja mempengaruhi kinerja karyawan PT.Indofood CBP Sukses Makmur,Tbk Jakarta. Pendekatan penelitian ini digunaknakan pendekatan penelitian kuantitatif dengan metode survei eksplanatori (kuesioner). Hasil penelitian menunjukkan bahwa gaya kepemimpinan, komptensi dan motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan. Hal ini didasarkan hasil koefisien determinasi (R^2) dicapai 0.612, yang berarti memberikan kontribusi pengaruh (61,2 %) variabel gaya kepemimpinan, kompetensi dan motivasi kerja terhadap kinerja karyawan. Maka dari itu, Manajer utama haruslah memiliki perencanaan strategik pada masa depan yang berhubungan dengan permasalahan sumber daya manusia, khususnya permasalahan gaya kepemimpinan dan kompetensi agar karyawan mampu mencapai kinerja tinggi.

Kata kunci : gaya kepemimpinan, kompetensi, motivasi kerja, kinerja karyawan



U N I V E R S I T A S
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