

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, motivasi, pengawasan dan sanksi (*punishment*) terhadap disiplin kerja karyawan PT. Central Retail Indonesia. Populasi dalam penelitian ini adalah 50 karyawan PT. Central Retail Indonesia. Sampel yang digunakan adalah sebanyak 50 karyawan. Metode pengumpulan data menggunakan studi pustaka, kuisisioner. Metode analisis data menggunakan *Partial Least Square* (PLS) versi 3.0. Penelitian ini membuktikan bahwa Gaya Kepemimpinan Transformasional berpengaruh terhadap disiplin kerja karyawan PT. Central Retail Indonesia. Motivasi berpengaruh terhadap disiplin kerja karyawan PT. Central Retail Indonesia. Pengawasan tidak berpengaruh terhadap disiplin kerja karyawan PT. Central Retail Indonesia dan Sanksi (*Punishment*) berpengaruh terhadap disiplin kerja karyawan PT. Central Retail Indonesia.

Kata Kunci: Gaya kepemimpinan Transformasional, Motivasi, Pengawasan, Sanksi (*Punishment*), dan Disiplin Kerja.

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ABSTRACT

This study aims to analyze the effect of transformational leadership style, motivation, supervision and sanctions (punishment) on the work discipline of employees of PT. Central Retail Indonesia. The population in this study were 50 employees of PT. Central Retail Indonesia. The sample used is as many as 50 employees. Methods of data collection using literature study, questionnaires. The data analysis method uses Partial Least Square (PLS) version 3.0. This study proves that the Transformational Leadership Style has an effect on the work discipline of PT. Central Retail Indonesia. Motivation affects the work discipline of employees of PT. Central Retail Indonesia. Supervision has no effect on the work discipline of PT. Central Retail Indonesia and Sanctions (Punishment) affect the work discipline of PT. Central Retail Indonesia

Keywords: Transformational leadership style, motivation, supervision, sanctions (punishment), and work discipline



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