

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Gaya Kepemimpinan, Budaya Organisasi, Dan Kompensasi Terhadap Kinerja Karyawan PT. Guardian Pharmatama. Populasi dalam penelitian ini adalah karyawan di PT. Guardian Pharmatama. Pengambilan sampel menggunakan teknik sampel jenuh yang didapat sebanyak 30 responden. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi, Kompensasi, Kinerja Karyawan.



ABSTRACT

This study aims to analyze the influence of leadership style, organizational culture, and compensation on employee performance at PT. Guardian Pharmatama. The population in this study were employees at PT. Guardian Pharmatama. Sampling using a saturated sample technique obtained as many as 30 respondents. Data analysis method using Partial Least Square. This study proves that leadership style has a positive and significant effect on employee performance, organizational culture has a positive and significant effect on employee performance, and compensation has a positive and significant effect on employee performance.

Keywords: *Leadership Style, Organizational Culture, Compensation, Employee Performance.*

