RINGKASAN

PENGARUH KEPEMIMPINAN, MOTIVASI, DISIPLIN KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. ISKANDAR INDAH *PRINTING TEXTILE* (ISKANDARTEX)

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Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, motivasi, disiplin kerja dan kepuasan kerja terhadap kinerja karyawan pada PT. Iskandartex. Metode penelitian yang digunakan adalah deskriptif kuantitatif. Sampel dalam penelitian berjumlah 100 responden yang merupakan karyawan PT. Iskandartex bagian *weaving*. Penentuan sampel didapat dengan menggunakan metode *purposive sampling*. Analisis data dilakukan dengan uji deskriptif dan regresi linier berganda, uji t, uji F, dan koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa variabel kepemimpinan, motivasi, dan kepuasan kerja berpengaruh terhadap kinerja karyawan. Sedangkan variabel disiplin kerja tidak berpengaruh terhadap kinerja karyawan. Variabel kepemimpinan memiliki pengaruh yang paling dominan diantara motivasi, disiplin kerja dan kepuasan kerja. Serta koefisien determinasi (R^2) yang telah disesuaikan dengan *(Adjusted R Square)* dapat disimpulkan bahwa 64,9% variabel kinerja karyawan dapat dijelaskan oleh variabel kepemimpinan, motivasi, disiplin kerja dan kepuasan kerja. Sedangkan 35,1% lainnya dipengaruhi oleh variabel oleh variabel lain yang tidak masuk dalam penelitian ini.

Kata Kunci: Disiplin Kerja, Kepemimpinan, Kepuasan, Kinerja, Motivasi.

ABSTRACT

THE INFLUENCE OF LEADERSHIP, MOTIVATION, WORK DISCIPLINE, AND WORK SATISFACTION ON EMPLOYEE PERFORMANCE IN PT. ISKANDAR INDAH PRINTING TEXTILE (ISKANDARTEX)

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This study aims to determine the effect of leadership, motivation, work discipline, and work satisfaction on employee performance at PT. Iskandartex. The research method used a quantitative descriptive. The research sample is 100 respondents from employees of PT. Iskandartex in the weaving division. The sampling technique was the purposive sampling method. Data analysis used descriptive test and multiple linear regression, t test, F test, and the coefficient of determination (R^2).

The study results show that the variables of leadership, motivation, and work satisfaction affect employee performance. Meanwhile, the work discipline variable does not affect employee performance. The leadership variable has the most dominant influence among the variables of motivation, work discipline, and work satisfaction. The coefficient of determination (R^2) which has been adjusted to (Adjusted R Square) shows that 64.9% of employee performance variables can be explained by the variables of leadership, motivation, work discipline, and job satisfaction. Meanwhile, the other 35.1% is influenced by other variables not included in this study.

Keywords: Work Discipline, Leadership, Satisfaction, Performance, Motivation.