

ABSTRAK

Okta Pratama (2021), Pengaruh Kepemimpinan, Motivasi, dan *Reward* terhadap Kinerja Karyawan PT. Permata Finance Cabang Baturaja. Penelitian ini bertujuan untuk mengetahui Pengaruh Kepemimpinan, Motivasi, dan *Reward* terhadap Kinerja Karyawan PT. Permata Finance Cabang Baturaja dibawah bimbingan **Rosmala Dewi, S.E., M.Si.** selaku pembimbing I dan **Rani Anwar, S.Pd., M.M.** sebagai pembimbing II. Skripsi ini membahas tentang Pengaruh Kepemimpinan, Motivasi dan *Reward* Terhadap Kinerja Karyawan Pada PT. Permata Finance Cabang Baturaja yang berjumlah 30 orang. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat Analisis Regresi Linear Berganda. Berdasarkan analisis data dan pembahasan secara parsial Kepemimpinan (X1) berpengaruh terhadap Kinerja Karyawan (Y), dengan hasil $T_{hitung} (4,672) > T_{tabel} (2,05553)$, Motivasi (X2) berpengaruh terhadap Kinerja Karyawan (Y), dengan hasil $T_{hitung} (3,407) > T_{tabel} (2,05553)$, dan *Reward* (X3) berpengaruh terhadap Kinerja Karyawan (Y), dengan hasil $T_{hitung} (10,543) > T_{tabel} (2,05553)$. Sedangkan secara Simultan Keoemimpinan, Motivasi, dan *Reward* berpengaruh terhadap Kinerja Karyawan PT. Permata Finance Cabang Baturaja, dengan hasil $F_{hitung} (890,117) > F_{tabel} (2,98)$. Nilai Koefisien Determinasi (*Adjusted R Square*) sebesar (0,989). Hal ini menunjukkan bahwa pengaruh Kepemimpinan, Motivasi, dan *Reward* Terhadap Kinerja Karyawan PT. Permata Finance Cabang Baturaja, sebesar 98,9% sedangkan sisanya sebesar 1,1% dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : Kepemimpinan, Motivasi dan *Reward* terhadap Kinerja Karyawan PT.

Permata Finance

ABSTRACT

Okta Pratama (2021), The Influence of Leadership, Motivation, and Rewards on Employee Performance at PT. Permata Finance Baturaja Branch. This study aims to determine the influence of leadership, motivation, and rewards on employee performance at PT. Permata Finance Baturaja Branch under the guidance of **Rosmala Dewi, S.E., M.Si.** as supervisor I and **Rani Anwar, S.Pd., M.M.** as mentor II. This thesis discusses the Influence of Leadership, Motivation and Rewards on Employee Performance at PT. Permata Finance Baturaja Branch, totaling 30 people. The analytical method used is quantitative method using Multiple Linear Regression Analysis tool. Based on data analysis and discussion partially Leadership (X1) has an influence on Employees' Performance (Y), with the results $T_{count} (4.672) > T_{table} (2.05553)$, Motivation (X2) has an influence on Employees' Performance (Y), with the results $T_{count} (3.407) > T_{table} (2.05553)$, and Reward (X3) has an influence on Employees' Performance (Y), with the result $T_{count} (10.543) > T_{table} (2.05553)$. Meanwhile, Simultaneously Leadership, Motivation, and Rewards have an influence on Employees' Performance of PT. Permata Finance Baturaja Branch, with $F_{count} (890.117) > F_{table} (2.98)$. The value of the coefficient of determination (Adjusted R Square) is (0.989). This shows that the influence of Leadership, Motivation, and Rewards on Employees' Performance at PT. Permata Finance Baturaja Branch, is 98.9% while the remaining 1.1% is influenced by other variables not explained in this study.

Keywords: Leadership, Motivation and Rewards on Employees' Performance PT. Permata Finance