

ABSTRAK

M. Akbar Aprilian (2023) Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan Di PT. Thamrin Brothers Cabang Baturaja. Di bimbing oleh Novegya Ratih P, S.E., M.Si selaku pembimbing 1 dan Mailani Rabiulkhri, S.E., M.Si selaku pembimbing 2.

Penelitian ini membahas tentang Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan Di PT. Thamrin Brothers Cabang Baturaja. Populasi dalam penelitian ini adalah 28 responden, teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat regresi linear berganda. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} masing-masing variable Gaya Kepemimpinan (X1) sebesar -0.3359 , dan Motivasi Kerja (X2) sebesar 23.940 lebih besar jika dibandingkan dengan nilai t_{tabel} sebesar $2,05954$ yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap Kepuasan Kerja karyawan Di PT. Thamrin Brothers Cabang Baturaja. Secara simultan ada pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan Di PT. Thamrin Brothers Cabang Baturaja. dengan F_{hitung} sebesar 23.940 lebih besar dari F_{tabel} sebesar 3.39 , nilai koefisien determinasi (*adjusted R square*) sebesar $0,657$ artinya dalam hal ini sumbangan Motivasi dan Kepuasan Kerja sebesar $65,7\%$ sedangkan sisanya $34,3\%$ dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini yaitu pelatihan, lingkungan kerja, upah, komunikasi, dan disiplin kerja.

Kata kunci : Gaya Kepemimpinan, Motivasi Kerja, Kepuasan Kerja

ABSTRACT

M. Akbar Aprilian (2023) The influence of leadership style and work motivation on employees' job satisfaction at PT. Thamrin Brothers Baturaja Branch. The study was under the guidance of Novegya Ratih P, S.E., M.Si and Mailani Rabiulkhri, S.E., M.Si.

This study discussed the influence of leadership style and work motivation on employees' job satisfaction at PT. Thamrin Brothers Baturaja Branch. The population in this study consisted of 28 respondents, and the data collection technique used was through the distribution of questionnaires. The analysis method used was a quantitative method using multiple linear regression. The results of the analysis in this study indicated that the t-value for each variable, Leadership Style (X1), was -3.359, and Work Motivation (X2) was 23.940, which were greater compared to the t-table value of 2.05954, indicating that each variable had a partial influence on employees' job satisfaction at PT. Thamrin Brothers Baturaja Branch. Simultaneously, there was an influence of leadership style and work motivation on employees' job satisfaction at PT. Thamrin Brothers Baturaja Branch. The coefficient of determination (adjusted R-square) was 0.657, which meant that in this case, the contribution of motivation and job satisfaction was 65.7%, while the remaining 34.3% was influenced by other variables not examined in this study, such as training, work environment, wages, communication, and work discipline.

Keywords: Leadership Style, Work Motivation, Job Satisfaction