

ABSTRACT

Septina Wijaya. 2011112. 2023. The Influence of Leadership and Work Motivation on Employees' Work Effectiveness at PT Thamrin Brothers Baturaja 1. **This research was under the guidance of Darman Syafe'i, S.E., M.Si and Anis Feblin, S.E., M.Si.**

This research discussed the influence of Leadership and Work Motivation on Employees' Work Effectiveness at PT Thamrin Brothers Baturaja 1. The data collection technique used in this research was through distributing questionnaires. The population in this study was 39 employees of PT Thamrin Brothers Baturaja 1. The analytical method used was the Quantitative Analysis method. The quantitative analysis in question was Multiple Linear Regression Analysis which used the Validity Test and Reliability Test as well as the T Test and F Test. The results of the analysis showed that partially the t_{count} of the Leadership variable (X1) was $2.880 > t_{\text{table}}$ of 2.028, so H_0 was rejected and H_a was accepted, meaning Leadership significantly influenced Employees' Work Effectiveness at PT Thamrin Brothers Baturaja 1, and the t_{count} of the Work Motivation variable (X2) was $10.474 > t_{\text{table}}$ was 2.028, so H_0 was rejected and H_a was accepted, meaning that Work Motivation significantly influenced Work Effectiveness at PT Thamrin Brothers Baturaja 1. Simultaneously the F_{count} test was $99.510 > [F]_{\text{table}}$ was 3.259, then H_0 was rejected and H_a was accepted, meaning that Leadership and Work Motivation had a simultaneous influence on Employees' Work Effectiveness at PT PT Thamrin Brothers Baturaja 1. The results of the analysis showed that the Coefficient of Determination (R^2) was 0.847. This meant that the contribution of Leadership and Work Motivation to the Work Effectiveness of PT Thamrin Brothers Baturaja 1 Employees was 84.7% while the remaining 15.3% was influenced by other variables not included in the research model such as organizational characteristics, environmental characteristics, job characteristics, as well as policy characteristics and management practices (Steers quoted in Bormasa, 2022:139).

Keywords: Leadership, Work Motivation, Work Effectiveness

ABSTRAK

Septina Wijaya. 2011112. 2023. Pengaruh Kepemimpinan dan Motivasi Kerja Terhadap Efektivitas Kerja Karyawan Pada PT Thamrin Brothers Baturaja 1. **Skripsi Ini Dibimbing Oleh Bapak Darman Syafe'i, S.E., M.Si Dan Ibu Anis Feblin, S.E., M.Si.**

Penelitian ini membahas tentang pengaruh Kepemimpinan dan Motivasi Kerja Terhadap Efektivitas Kerja Karyawan Pada PT Thamrin Brothers Baturaja 1. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Populasi dalam penelitian ini adalah karyawan PT Thamrin Brothers Baturaja 1 yang berjumlah 39 orang. Metode analisis yang digunakan yaitu metode Analisis Kuantitatif. Analisis kuantitatif yang dimaksud adalah Analisis Regresi Linear Berganda yang menggunakan Uji Validitas dan Uji Reliabilitas serta Uji T dan Uji F. Hasil analisis menunjukkan bahwa secara parsial t_{hitung} variabel Kepemimpinan (X1) sebesar $2,880 > t_{tabel}$ sebesar 2,028 maka H_0 ditolak dan H_a diterima, artinya Kepemimpinan secara signifikan berpengaruh terhadap Efektivitas Kerja Karyawan Pada PT Thamrin Brothers Baturaja 1, dan t_{hitung} variabel Motivasi Kerja (X2) sebesar $10,474 > t_{tabel}$ sebesar 2,028 maka H_0 ditolak dan H_a diterima, artinya Motivasi Kerja secara signifikan berpengaruh terhadap Efektivitas Kerja Pada PT Thamrin Brothers Baturaja 1. Secara simultan Uji F_{hitung} sebesar $99,510 > F_{tabel}$ sebesar 3,259 maka H_0 ditolak dan H_a diterima, artinya Kepemimpinan dan Motivasi Kerja berpengaruh secara simultan terhadap Efektivitas Kerja Karyawan Pada PT PT Thamrin Brothers Baturaja 1. Hasil analisis menunjukkan bahwa Koefisien Determinasi (R^2) sebesar 0.847. Hal ini berarti sumbangan pengaruh Kepemimpinan dan Motivasi Kerja terhadap Efektivitas Kerja Karyawan PT Thamrin Brothers Baturaja 1 sebesar 84.7 % sedangkan sisanya sebesar 15.3 % dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian seperti karakteristik organisasi, karakteristik lingkungan, karakteristik pekerjaan, serta karakteristik kebijakan dan praktek manajemen (Steers dikutip di Bormasa, 2022:139).

Kata Kunci: Kepemimpinan, Motivasi Kerja, Efektivitas Kerja