

ABSTRAK

Reza Aries Shanty. 2021. Pengaruh Gaya Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Cahaya Witya Gemilang Cabang Baturaja. Skripsi Dibimbing oleh Nazipawati, SE., M.Si. dan Rani Anwar, S.Pd., M.M.

Penelitian ini membahas tentang pengaruh gaya kepemimpinan dan budaya organisasi terhadap kinerja karyawan pada PT. Cahaya Witya Gemilang Cabang Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 31 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial t_{hitung} untuk variabel gaya kepemimpinan (X1) sebesar 4,822 dengan t_{tabel} sebesar 2,048 karena $t_{hitung} > t_{tabel}$ atau $4,822 > 2,048$, maka keputusannya H_0 ditolak dan H_a diterima artinya gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Selanjutnya untuk variabel Budaya organisasi (X2) diperoleh $t_{hitung} = 5,932$, dan $t_{tabel} = 2,048$ karena $t_{hitung} > t_{tabel}$ atau $5,932 > 2,048$, maka keputusannya H_0 ditolak dan H_a diterima artinya budaya organisasi berpengaruh signifikan terhadap kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Sedangkan secara simultan nilai F_{hitung} sebesar 90,302 dan F_{tabel} 3,34. Jadi $F_{hitung} > F_{tabel}$ atau $90,302 > 3,34$, maka keputusannya H_0 ditolak dan H_a diterima, artinya seluruh variabel X yaitu Gaya kepemimpinan (X1) dan Budaya organisasi (X2) secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Nilai koefisien determinasi (*R Square*) adalah sebesar 0,866 hal ini menunjukkan bahwa sebesar 86,6% sumbangan dari kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja dari variabel Gaya kepemimpinan (X1) dan Budaya organisasi (X2) sedangkan sisanya sebesar 13,4% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini misalnya kompetensi, motivasi kerja, pemberdayaan sumber daya manusia, kepuasan kerja dan lain-lain.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi Kinerja Karyawan

ABSTRACT

Reza Aries Shanty. 2021. *The Influence of Leadership Style and Organizational Culture on Employees' Performance at PT. Cahaya Witya Gemilang, Baturaja Branch. Thesis Supervised by Nazipawati, SE., M.Si. and Rani Anwar, S.Pd., M.M.*

This study discusses the influence of leadership style and organizational culture on employees' performance at PT. Cahaya Witya Gemilang, Baturaja Branch. The data collection technique used in this study is through the distribution of questionnaires. The total population is 31 people. The analytical method used is multiple linear regression. The results show that partially tcount for the leadership style variable (X1) is 4.822 with ttable of 2,048 because tcount > ttable or $4.822 > 2,048$, then H_0 is rejected and H_a is accepted, it means that leadership style had a significant influence on employees' performance at PT. Cahaya Gemilang, Baturaja Branch. Furthermore, for the organizational culture variable (X2) obtained tcount = 5,932, and ttable = 2,048 because tcount > ttable or $5,932 > 2,048$, then H_0 is rejected and H_a is accepted, it means that organizational culture has a significant influence on employees' performance at PT. Cahaya Gemilang, Baturaja Branch. Meanwhile, simultaneously, the value of Fcount is 90.302 and Ftable is 3.34. So $F \text{ count} > F \text{ table}$ or $90.302 > 3.34$, then H_0 is rejected and H_a is accepted, it means that all X variables, namely leadership style (X1) and organizational culture (X2) together have a significant influence on employees' performance at PT. Cahaya Witya Gemilang, Baturaja Branch. The value of the coefficient of determination (R Square) is 0.866, this indicates that 86.6% of contribution of the employees' performance at PT. Cahaya Witya Gemilang Baturaja Branch is the variables of leadership style (X1) and organizational culture (X2) while the remaining 13.4% is influenced by other variables besides the variables in this study such as competence, work motivation, empowerment of human resources, job satisfaction etc.

Keywords: Leadership Style, Organizational Culture, Employees' Performance