

ABSTRAK

Zuhrotul Fatimah. 2022. Pengaruh Gaya Kepemimpinan dan Semangat Kerja Terhadap Kinerja Karyawan Pada PT. Cahaya Witya Gemilang Cabang Baturaja. Skripsi Dibimbing oleh Novegya Ratih Primandari, S.E., M.Si. dan Rosmala Dewi, S.E.,M.Si.

Penelitian ini membahas tentang pengaruh gaya kepemimpinan dan semangat kerja 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. Berdasarkan pengujian hipotesis secara persial adalah nilai variabel Gaya Kepemimpinan (X1) sebesar 2,819 dengan t_{tabel} ($\alpha/2 = 0,05/2 = 0,025$) dan $df = (n-k-1)$ yaitu $(31-2-1 = 28)$, untuk uji dua pihak diperoleh $t_{tabel} = 2,048$. Nilai yang diperoleh $t_{hitung} > t_{tabel}$ atau $2,819 > 2,048$, maka keputusannya H_0 ditolak dan H_a diterima artinya Gaya Kepemimpinan (X1) berpengaruh signifikan terhadap Kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Variabel Semangat Kerja (X2) diperoleh $t_{hitung} = 3,201$, dengan t_{tabel} ($\alpha/2 = 0,05/2 = 0,025$) dan $df = (n-k-1)$ yaitu $(31-2-1 = 28)$, untuk uji dua pihak diperoleh $t_{tabel} = 2,048$. Berdasarkan kriteria keputusan ternyata nilai $t_{hitung} > t_{tabel}$ atau $3,201 > 2,048$, maka keputusannya H_0 ditolak dan H_a diterima artinya Semangat Kerja berpengaruh signifikan terhadap kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Sedangkan secara simultan nilai F_{hitung} sebesar 68,277 lebih besar dari F_{tabel} sebesar 3,34 artinya ada pengaruh yang signifikan Gaya Kepemimpinan (X1) dan Semangat Kerja terhadap kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja. Nilai Koefisien determinasi (*R Square*) adalah sebesar 0,830 hal ini menunjukkan bahwa sebesar 83% sumbangan dari kinerja karyawan di PT. Cahaya Witya Gemilang Cabang Baturaja bisa dijelaskan oleh variabel Gaya Kepemimpinan (X1) dan Semangat Kerja sedangkan sisanya sebesar 17% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), motivasi kerja, pemberdayaan sumber daya manusia, kepuasan kerja dan lain-lain (Wibowo, 2015: 347).

Kata Kunci: Gaya Kepemimpinan, Semangat Kerja dan Kinerja Karyawan

ABSTRACT

Zuhrotul Fatimah. 2022. *The Influence of Leadership Style and Work Spirit on Employees' Performance at PT. Cahaya Witya Gemilang, Baturaja Branch. Under the guidance of Novegya Ratih Primandari, S.E.,M.Si. and Rosmala Dewi, S.E.,M.Si.*

This study discusses the influence of leadership style and work spirit on employees' performance at PT. Cahaya Witya Gemilang, Baturaja Branch. The data collection technique used in this study was through the distribution of questionnaires. The total population is 31 people. The analytical method used is multiple linear regression. Based on partial hypothesis testing, the value of the Leadership Style variable (X1) is 2.819 with t table ($\alpha/2 = 0.05/2 = 0.025$) and $df = (nk-1)$ namely $(31-2-1 = 28)$, for two-party test obtained t table = 2.048. The value obtained is t count > t table or $2,819 > 2,048$, then the decision is H_0 is rejected and H_a is accepted, meaning that Leadership Style (X1) has a significant influence on employees' performance at PT. Cahaya Witya Gemilang, Baturaja Branch. The Leadership Style (X2) is obtained t count = 3.201, with t table ($\alpha/2 = 0.05/2 = 0.025$) and $df = (nk-1)$ that is $(31-2-1 = 28)$, for the two-party test it is obtained t table = 2,048. Based on the decision criteria, it turns out that the value of t count > t table or $3,201 > 2,048$, then the decision is H_0 is rejected and H_a is accepted, meaning that work spirit has a significant influence on employees' performance at PT. Cahaya Witya Gemilang, Baturaja Branch. Meanwhile, simultaneously, the F count value of 68.277 is greater than F table of 3.34, meaning that there is a significant influence of Leadership Style (X1) and Work Spirit on employee s'performance at PT. Cahaya Witya Gemilang, Baturaja Branch. The value of the coefficient of determination (R Square) is 0.830, this indicates that 83% of the contribution from the performance of employees at PT. Cahaya Witya Gemilang, Baturaja Branch can be explained by the variables of Leadership Style (X1) and Work Spirit while the remaining 17% is influenced by other variables besides the variables in this study, for example competence (wages or salaries, incentives, rewards and benefits), work motivation, empowerment of resources. human resources, job satisfaction and others (Wibowo, 2015: 347).

Keywords: Leadership Style, Work Spirit and Employees' Performance