

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN, MOTIVASI KERJA, DAN PEMBERIAN KOMPENSASI TERHADAP PRESTASI KERJA Studi Kasus Pada Karyawan Bagian Produksi Penerbit-Percetakan Kanisius Yogyakarta

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Penelitian ini bertujuan untuk mengetahui ada tidaknya : (1) pengaruh positif gaya kepemimpinan terhadap prestasi kerja; (2) pengaruh positif motivasi kerja terhadap prestasi kerja; (3) pengaruh positif pemberian kompensasi terhadap prestasi kerja; (4) pengaruh positif gaya kepemimpinan, motivasi kerja, dan pemberian kompensasi terhadap prestasi kerja.

Jenis penelitian yang dilakukan studi kasus dengan lokasi di Perusahaan Penerbit-Percetakan Kanisius Jalan Cempaka No. 9 Deresan Yogyakarta. Populasi penelitian adalah semua karyawan bagian produksi yang berjumlah 125 orang. Sampel yang diambil sebanyak 55 orang dengan menggunakan teknik pengambilan sampel secara acak. Teknik pengumpulan data dilakukan dengan cara wawancara, kuesioner dan dokumentasi. Teknik analisis data yang digunakan untuk menjawab semua permasalahan sekaligus menguji hipotesis adalah analisis regresi ganda

Hasil penelitian menunjukkan bahwa (1) ada pengaruh positif gaya kepemimpinan terhadap prestasi kerja ($t_{hitung} = 2,585 > t_{tabel} = 1,674$); (2) ada pengaruh positif motivasi kerja terhadap prestasi kerja ($t_{hitung} = 1,724 > t_{tabel} = 1,674$); (3) ada pengaruh positif pemberian kompensasi terhadap prestasi kerja ($t_{hitung} = 3,239 > t_{tabel} = 1,674$); (4) ada pengaruh positif gaya kepemimpinan, motivasi kerja, dan pemberian kompensasi terhadap prestasi kerja ($F_{hitung} = 34,235 > F_{tabel} = 3,179$). Sumbangan efektif yang di berikan oleh variabel gaya kepemimpinan, motivasi kerja, dan pemberian kompensasi terhadap prestasi kerja sebesar 66,8 % sedangkan sisanya sebesar 33,2 % dipengaruhi oleh variabel lain, seperti usia, tingkat pendidikan, pengalaman kerja dan lain-lain.

ABSTRACT
THE INFLUENCE OF LEADERSHIP STYLE, WORKING
MOTIVATION AND COMPENSATION TOWARD WORKING
ACHIEVEMENT

A Case Study: At Production Division's Employee of "Kanisius"
Publishing-Printing Company, Yogyakarta.

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This research were aimed to know whether or not: (1) there was any positive influence of leadership style toward working achievement, (2) there was any positive influence of working motivation toward working achievement, (3) there was any positive influence of compensation toward working achievement, (4) there was any positive influence of leadership style, working motivation and compensation taken together toward working achievement.

This case study research was conducted at "Kanisius" Publishing-Printing Company, Cempaka Street, 9, Deresan, Yogyakarta. The population of this research was all of Production Division's Employee at amount 125 persons and the samples were 55 people with random sampling technique. The researcher collected the data by using the questionnaire, interviews, and documentation. The data analysis technique used to answer all problems and hypothesis was multiple regression analysis.

The result of the data analysis showed that: (1) there was a positive influence of leadership style toward working achievement ($t_{count} = 2,585 > t_{table} = 1,674$), (2) there was a positive influence of working motivation toward the working achievement ($t_{count} = 1,724 > t_{table} = 1,674$), (3) there was a positive influence of compensation toward the working achievement ($t_{count} = 3,239 > t_{table} = 1,674$), (4) there was a positive influence of leadership style, working motivation, and compensation taken together toward working achievement ($F_{count} = 34,235 > F_{table} = 3,179$). Effective contribution given by leadership style, working motivation, and compensation toward working achievement was 66,8 % and while the rest was 33,2 % that was influenced by other variables such as age, educational level, working experience, and so on.