

ABSTRAK

PENGARUH KEPEMIMPINAN, MOTIVASI, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN

Studi Kasus Pada Bimo Swalayan di Kabupaten Bantul

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Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan, motivasi, dan lingkungan kerja secara bersama-sama terhadap kinerja karyawan Bimo Swalayan di Kabupaten Bantul, serta menguji dan menganalisis variabel yang paling dominan mempengaruhi kinerja karyawan Bimo Swalayan. Penelitian dilakukan terhadap seluruh anggota populasi yang berjumlah 30 orang karyawan Bimo Swalayan yang berlokasi di Jalan Wonosari Km 6 Banguntapan Bantul.

Analisis data dilakukan dengan program SPSS *release* 11. Uji instrumen dilakukan dengan korelasi *product moment* untuk uji validitas dan *cronbach alpha* untuk uji reliabilitas. Hasil pengujian menunjukkan bahwa semua item valid dan instrumen penelitian reliabel.

Uji normalitas data dilakukan dengan menggunakan *Chi-Kuadrat* (χ^2). Hasil pengujian normalitas menunjukkan bahwa sebaran data untuk semua variabel penelitian bersifat normal. Pengujian linearitas menunjukkan bahwa semua data bersifat linier.

Pengujian hipotesis dilakukan dengan Uji Regresi Berganda 3 prediktor. Hasil analisis regresi menunjukkan bahwa kepemimpinan dan motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan ($\beta_K = 0,532$, $p = 0,026$ dan $\beta_M = 0,348$, $p = 0,035$). Sementara itu, lingkungan kerja tidak berpengaruh terhadap kinerja karyawan ($\beta_{LK} = 0,282$, $p = 0,180$).

Selanjutnya, dari variabel kepemimpinan dan motivasi yang mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan ditemukan bahwa variabel kepemimpinan mempunyai pengaruh paling besar terhadap kinerja karyawan.

Kata kunci: *Kepemimpinan, Motivasi, Lingkungan, Kinerja*

ABSTRACT

THE INFLUENCE OF LEADERSHIP, MOTIVATION AND WORK ENVIRONMENT TOWARD EMPLOYEES' PERFORMANCE A Case Study on Bimo Supermarket in Bantul Regency

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This research aims to evaluate and analyze the influence of leadership, motivation and work environment simultaneously toward the employees' performance in Bimo Supermarket in Bantul Regency, and in addition, evaluate and analyze the most dominant variable influencing the employees' performance in Bimo Supermarket. The research was conducted on the whole members of population covering the 30 employees of Bimo Supermarket. The supermarket is located on Jalan Wonosari Km 6 Banguntapan, Bantul.

The data analysis was carried out using SPSS *release-11* program. The instrument testing was done by the use of *product moment* correlation for the validity test and alpha *cronbach* for the reliability test. The result of the test showed that all of the items are valid and the research instrument is reliable.

The test for data normality was carried out using Chi-Square (χ^2). The result of the normality test indicates that the data distribution for all of the data are linear.

For the hypothesis test, the Multiple-Regression Test with 3 predictors was adopted. The regression analysis result indicates that leadership and motivation have positive and significant influence toward the employees' performance ($\beta_K = 0,532$, $p = 0,026$ and $\beta_M = 0,348$, $p = 0,035$) whereas work environment has no influence toward the employees' performance ($\beta_{LK} = 0,282$, $p = 0,180$).

Furthermore, it was found that, of the two variables comprising leadership and motivation have positive and significant influence toward the employees' performance, the leadership variable was the most influencing in enhancing the employees' performance.

Key words: *Leadership, Motivation, Environment, Performance*