

ABSTRAK

PENGARUH KEPEMIMPINAN, MOTIVASI, LINGKUNGAN KERJA, DAN PELATIHAN KERJA TERHADAP KINERJA KARYAWAN

Studi pada CV. Putra Bintang Api, Pangkalan Bun, Kalimantan Tengah

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Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, motivasi, lingkungan kerja dan pelatihan kerja secara simultan dan parsial terhadap kinerja karyawan CV. Putra Bintang Api Pangkalan Bun, Kalimantan Tengah. Jenis penelitian ini adalah kuantitatif. Penelitian ini menggunakan seluruh karyawan CV. Putra Bintang Api sebanyak 53 orang sebagai sampel. Uji instrumen penelitian menggunakan uji validitas dan reliabilitas. Teknik analisis yang digunakan adalah analisis Regresi Linear Berganda.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan, motivasi, lingkungan kerja, dan pelatihan kerja secara simultan berpengaruh terhadap kinerja karyawan, (2) Kepemimpinan, motivasi, lingkungan kerja tidak berpengaruh terhadap kinerja karyawan, sedangkan pelatihan kerja berpengaruh terhadap kinerja karyawan.

Kata kunci: kepemimpinan, motivasi, lingkungan kerja, pelatihan kerja, dan kinerja karyawan.

Abstract

THE INFLUENCE OF LEADERSHIP, MOTIVATION, WORK ENVIRONMENT, AND JOB TRAINING ON THE PERFORMACE OF EMPLOYEES

Study of CV. Putra Bintang Api, Pangkalan Bun, Central Borneo

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The aim of this research is to understand the influence of leadership , motivation , work environment and job training simultaneously and partially on the performance of employees of CV. Putra Bintang Api, Pangkalan Bun, Central Borneo. This research is a quantitative one. The research sample consist of 53 employees to test the instrument, it is used validity and reliability test. The analysis is used multiple linear regression technique.

The research results show that: (1) The leadership, motivation, work environment, and job training simultaneously influence the employee performance, (2) Partially influence the leadership does not influence the employee performance, the motivation does not influence the employee performance, the work environment does not influence the work environment while the job training influence employee performance.

Keywords: leadership , motivation , work environment , job training , and employee performance .