

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN, BUDAYA ORGANISASI DAN  
KOMITMEN ORGANSASI TERHADAP KINERJA KARYAWAN  
Studi Kasus Karyawan Tenaga Kependidikan Universitas Sanata Dharma

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Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, budaya organisasi dan komitmen organisasi terhadap kinerja karyawan tenaga kependidikan Universitas Sanata Dharma Yogyakarta. Penelitian ini dilakukan pada bulan Mei sampai Juni 2014 di Kampus 2 Mrican dan kampus 3 paingan Universitas Sanata Dharma, Yogyakarta. Pengumpulan data dilakukan dengan menggunakan kuesioner. Populasi dalam penelitian ini adalah karyawan tenaga kependidikan Universitas Sanata Dharma. Sampel dalam penelitian ini ditentukan sebanyak 100 responden, dan pengambilannya dengan teknik *sampling purposive*. Teknik analisis data yang digunakan adalah analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan ( $X_1$ ), budaya organisasi ( $X_2$ ), dan komitmen organisasi ( $X_3$ ) secara bersama-sama berpengaruh terhadap kinerja karyawan ( $Y$ ). Secara parsial, gaya kepemimpinan ( $X_1$ ) berpengaruh negatif terhadap kinerja karyawan ( $Y$ ), budaya organisasi ( $X_2$ ) berpengaruh secara positif terhadap kinerja karyawan ( $Y$ ), dan komitmen organisasi ( $X_3$ ) berpengaruh terhadap kinerja karyawan ( $Y$ ).

ABSTRACT

THE EFFECT OF THE LEADERSHIP STYLE, THE ORGANIZATION  
CULTURE AND THE COMMITMENT OF THE ORGANIZATION ON THE  
EMPLOYEES' PERFORMANCE

Case Study of The Employees of Educational Staff of Sanata Dharma University

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This purpose of this research was to know the effect of the leadership style, the culture of organization and the commitment of organization on the employees' performance of educational staff of Sanata Dharma University. This research was conducted on May until June 2014 in Campus 2 Mrican and Campus 3 Paingan Sanata Dharma University, Yogyakarta. The data gathering technique was using questionnaire. The population of this research was the educational staff of Sanata Dharma University. The sample of this research was 100 respondents and it was using purposive sampling technique. The data analysis technique was the multiple linear regressions. The result of this research showed that the leadership style (X1), the organization culture (X2), and the commitment of the organization (X3) simultaneously influenced the employees' performance (Y). Partially, the leadership style (X1) negatively influenced the employees' performance (Y), the organization culture (X2) positively influenced the employees' performance and the commitment of the organization (X3) influenced the employees' performance (Y).