

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP
KINERJA KARYAWAN

Studi pada Karyawan Unit Pelayanan PDAM Sleman

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Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan dan budaya organisasi terhadap kinerja karyawan (Unit Pelayanan PDAM Sleman). Penelitian ini dilakukan pada bulan September-Oktober 2018 di PDAM Sleman. Pengumpulan data dilakukan dengan menggunakan kuesioner. Populasi dalam penelitian ini adalah karyawan unit pelayanan PDAM Sleman. Sampel dalam penelitian ini ditentukan sebanyak 100 responden, dan pengambilannya dengan teknik judgemental sampling. Teknik analisis data yang digunakan adalah analisis Regresi Linier Berganda. Hasil penelitian ini menunjukkan bahwa: (1) gaya kepemimpinan (X1) dan budaya organisasi (X2) secara bersama-sama berpengaruh terhadap kinerja karyawan (Y); (2) gaya kepemimpinan (X1) secara parsial tidak berpengaruh terhadap kinerja karyawan (Y) dan budaya organisasi (X2) secara parsial berpengaruh positif terhadap kinerja karyawan (Y).

ABSTRACT

THE INFLUENCE OF LEADERSHIP STYLE AND ORGANIZATION CULTURE ON
EMPLOYEES PERFORMANCE

A case study on The Employees of The Service Unit of Drinking Water Company of Sleman
Regency

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This aim of this research was to know the influence of leadership style and organization culture on employees' performance (of service unit of PDAM Sleman). This research was conducted from September to October 2018 in PDAM Sleman. The data gathering technique used was a questionnaire. The population of this research included all employees' of the service unit of PDAM Sleman. The sample of this research was 100 a judgemental sampling technique. The data analysis technique used was the Multiple Linear Regressions. The result of this research showed that: (1) the leadership style (X1) and the organization culture (X2) simultaneously influenced on the employees' performance (Y); (2) the leadership style (X1) partially does not influenced on the employees' performance (Y) and the organization culture (X2) partially has a positive influenced on the employees' performance (Y).