

## ABSTRAK

### PENGARUH KOMUNIKASI, DISIPLIN DAN GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN

Studi pada PT. Sumber Hasil Prima Nanga Serawai, Kabupaten Sintang, Kalimantan Barat

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Penelitian ini bertujuan untuk mengetahui 1) pengaruh secara bersama-sama komunikasi, disiplin, dan gaya kepemimpinan terhadap kinerja karyawan, 2) pengaruh secara parsial komunikasi, disiplin, dan gaya kepemimpinan terhadap kinerja karyawan. Sampel penelitian ini adalah karyawan di PT. Sumber Hasil Prima di Kecamatan Serawai, Kabupaten Sintang, Kalimantan Barat yang berjumlah 97 orang. Teknik pengambilan sampel menggunakan *purposive sampling*. Teknik pengumpulan data dengan kuesioner. Analisis data menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa 1) komunikasi, disiplin, dan gaya kepemimpinan memiliki pengaruh bersama-sama dan signifikan terhadap kinerja karyawan, 2) komunikasi berpengaruh positif terhadap kinerja karyawan, 3) disiplin berpengaruh positif terhadap kinerja karyawan, 4) gaya kepemimpinan tidak berpengaruh positif terhadap kinerja karyawan.

Kata kunci: komunikasi, disiplin, gaya kepemimpinan dan kinerja karyawan

***ABSTRACT***

**THE INFLUENCE OF COMMUNICATION, DISCIPLINE, AND LEADERSHIP  
STYLE ON EMPLOYEE PERFORMANCE**

A case Study of the employees of PT. Sumber Hasil Prima Nanga Serawai, Branch of  
Sintang, Kalimantan Barat

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The aim of this research is to understand that 1) the impact of communication, discipline, and leadership style toward the performance of employees, 2) the influence of communication, discipline, and leadership style, partially. The sampel of this research is 97 employees of PT. Sumber Hasil Prima in Serawai District, Municipality of Sintang, West Kalimantan Province. The sample collecting technique is done by purposive sampling. The data collecting technique is done with questionnaire and interview. The data analysis is done with multiple linier regression method. The research result shows that 1) communication, discipline, and leadership style has significant impact toward employee performances, 2) communication has positive impact towards employee performance, 3) discipline has positive impact towards employee performance, 4) the leadership style does not positive impact toward employee performance.

Keywords: communication, discipline, leadership style, employee performance