

**ABSTRAK****PENGARUH GAYA KEPEMIMPINAN DAN KOMPENSASI TERHADAP  
MOTIVASI KERJA KARYAWAN DI *FOODMART PRIMO SUPERMARKET  
CILANDAK TOWN SQUARE***

Bernadus Ega Mahadhika S  
Universitas Sanata Dharma  
Yogyakarta  
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Penelitian ini bertujuan untuk mengetahui apakah: 1) gaya kepemimpinan dan kompensasi berpengaruh terhadap motivasi kerja karyawan, 2) gaya kepemimpinan berpengaruh terhadap motivasi kerja karyawan, 3) kompensasi berpengaruh terhadap motivasi kerja karyawan, di *Foodmart Primo Supermarket Cilandak Town Square*. Jenis penelitian ini adalah penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan di *Foodmart Primo Supermarket Cilandak Town Square* kecuali pimpinan yang berjumlah 105 orang. Teknik pengambilan sampel menggunakan *purposive sampling* dengan syarat masa kerja minimal 6 bulan. Teknik pengumpulan data dalam penelitian ini menggunakan kuesioner. Teknik pengujian instrumen dalam penelitian ini menggunakan uji validitas dan uji reliabilitas. Teknik analisis data menggunakan uji asumsi klasik, regresi linear berganda, uji F, uji t, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa: 1) gaya kepemimpinan dan kompensasi berpengaruh terhadap motivasi kerja karyawan, 2) gaya kepemimpinan tidak berpengaruh terhadap motivasi kerja karyawan, 3) kompensasi berpengaruh terhadap motivasi kerja karyawan, di *Foodmart Primo Supermarket Cilandak Town Square*.

**Kata kunci: gaya kepemimpinan, kompensasi, motivasi kerja**

## ABSTARCT

**THE INFLUENCE OF LEADERSHIP STYLE AND COMPENSATION ON  
EMPLOYEE WORK MOTIVATION  
(Study in Foodmart Primo Supermarket Cilandak Town Square)**

Bernadus Ega Mahadhika S  
Sanata Dharma University  
Yogyakarta  
2021

This study aims to determine whether: 1) leadership style and compensation affect employee motivation, 2) leadership style affects employee motivation, 3) compensation affects employee motivation, at Foodmart Primo Supermarket Cilandak Town Square. This type of research is quantitative research. The population in this study were all employees at Foodmart Primo Supermarket Cilandak Town Square except the leadership, which amounted to 105 people. The sampling technique used purposive sampling with a minimum working period of 6 months. Data collection techniques in this study using a questionnaire. The instrument testing technique in this study used validity and reliability tests. The data analysis technique used classical assumption test, multiple linear regression, F test, t-test, and coefficient of determination. The results showed that: 1) leadership style and compensation affected employee work motivation, 2) leadership style did not affect employee motivation, 3) compensation affected employee motivation, at Foodmart Primo Supermarket Cilandak Town Square.

***Keywords: leadership style, compensation, employee work motivation***

