

ABSTRAK
PENGARUH SELF LEADERSHIP DAN MOTIVASI KERJA TERHADAP
KINERJA KARYAWAN

(Studi pada Karyawan PT JAPFA Comfeed Indonesia Tbk. Unit Cirebon)

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Penelitian ini bertujuan untuk mengetahui 1) pengaruh *Self Leadership* dan Motivasi Kerja secara bersama-sama terhadap Kinerja karyawan PT Japfa Comfeed Indonesia Unit Cirebon, 2) pengaruh *Self Leadership* secara parsial terhadap Kinerja Karyawan PT Japfa Comfeed Indonesia Unit Cirebon, 3) pengaruh Motivasi Kerja terhadap Kinerja Karyawan PT Japfa Comfeed Indonesia Unit Cirebon. Skala pengukuran pada penelitian ini menggunakan skala likert yang memiliki rentang nilai 1 sampai 5. Populasi pada penelitian ini adalah seluruh karyawan PT Japfa Comfeed Indonesia Unit Cirebon. Sampel pada penelitian ini sebanyak 60 responden. Data dikumpulkan dengan metode penyebaran kuesioner. Data dianalisis menggunakan analisis regresi linier berganda, uji F, uji t, dan koefisien determinasi.

Hasil penelitian ini menunjukkan bahwa 1) *Self Leadership* dan Motivasi Kerja berpengaruh secara bersama – sama, 2) *Self Leadership* berpengaruh secara parsial terhadap Kinerja Karyawan dan 3) Motivasi Kerja berpengaruh secara parsial terhadap Kinerja karyawan.

Kata Kunci: *Self Leadership*, Motivasi Kerja, Kinerja Karyawan

ABSTRACT
**THE INFLUNCE OF SELF LEADERSHIP AND WORK
MOTIVATION ON EMPLOYEE'S WORK PERFORMANCE**
(A Case Study on the employee of PT Japfa Comfeed Indonesia Tbk. Unit
Cirebon)

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This study aims to determine 1) the influence of Self Leadership and Work Motivation on work performance employees of the employees PT Japfa Comfeed Indonesia. 2) the effect of partial self-leadership towards employee performance of PT Japfa Comfeed Indonesia Unit Cirebon, 3) the influence of work motivation towards the Employee Performance of PT Japfa Comfeed Indonesia Cirebon Unit. The measurement scale in this study uses a likert scale which has a value range of 1 to 5. The population in this study were all employees of PT Japfa Comfeed Indonesia Cirebon Unit. The sample in this study were 60 respondents. Data were collected by using a questionnaire method. Data were analyzed using multiple linear regression analysis, F test, t test, and coefficient of determination. The results of this study indicate that Self Leadership and Work Motivation have a simultaneous and partial effect on employee performance.

The results of this study indicate that 1) *Self-Leadership* and Work Motivation simultaneously influence towards Employee's Work Performance, 2) *Self-Leadership* has a partial effect towards Employee Performance and 3) Work Motivation has a partial effect towards Employee Performance

Keywords: Self Leadership, Work Motivation, Work Performance