

ABSTRAK

**PENGARUH GAYA KEPEMIMPINAN, KOMPENSASI DAN FAKTOR
INDIVIDU KARYAWAN TERHADAP
KINERJA KARYAWAN
(Studi Kasus pada Karyawan PT Madubaru Bantul
Daerah Istimewa Yogyakarta)**

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Penelitian ini bertujuan mengetahui pengaruh secara sendiri-sendiri maupun bersama-sama gaya kepemimpinan, kompensasi dan faktor individu karyawan terhadap kinerja karyawan PT. Madubaru Bantul Daerah Istimewa Yogyakarta. Jenis penelitian ini adalah deskriptif. Populasi dalam penelitian ini adalah seluruh karyawan non managerial dan berstatus tetap yang bekerja di PT. Madubaru Bantul Daerah Istimewa Yogyakarta sebanyak 436 karyawan dengan sampel sebanyak 112 responden. Pengambilan sampel menggunakan teknik *purposive sampling*. Teknik pengumpulan data dengan kuesioner. Analisis data menggunakan teknik analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa variabel gaya kepemimpinan mempengaruhi kinerja karyawan, variabel kompensasi mempengaruhi kinerja karyawan, variabel faktor individu karyawan mempengaruhi kinerja karyawan dan secara bersama-sama variabel gaya kepemimpinan, kompensasi dan faktor individu karyawan mempengaruhi kinerja karyawan PT Madubaru Bantul Daerah Istimewa Yogyakarta.

Kata Kunci: gaya kepemimpinan, kompensasi, faktor individu karyawan, kinerja

ABSTRACT

**THE INFLUENCE OF LEADERSHIP STYLE, EMPLOYEE
COMPENSATION AND THE INDIVIDUAL FACTORS ON EMPLOYEE
PERFORMANCE**

(A Case Study in PT Madubaru Bantul of Yogyakarta Special Region)

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This research aimed to know the influence of leadership style, employee compensation and the individual factors with partially and simultaneously on employee performance of PT Madubaru Bantul of Yogyakarta Special Region. This was a descriptive research. The research population was 436 non managerial employee with permanent employment who work for PT Madubaru Bantul of Yogyakarta Special Region who was taken under. The sample size was 112 respondents *purposive sampling* technique. Data gathering technique used was questionnaire. Data was analyzed using multiple regression analysis. The research results show that leadership style, compensation, individual factors partially influence the performance of individual employees and simultaneously leadership style, employee compensation and individual factors affect the employee performance of PT Madubaru Bantul of Yogyakarta Special Region.

Keywords: leadership style, employee compensation, the individual factors on employee, employee performance.