

ABSTRAK

Dengan gaya kepemimpinan yang baik, maka diharapkan akan mempengaruhi bawahannya terutama tentang loyalitas kerja, kinerja karyawan haruslah selalu ditingkatkan agar perusahaan mampu bersaing dengan perusahaan lain. Penelitian ini berjudul “Pengaruh Gaya Kepemimpinan Terhadap Kinerja Karyawan Bagian Gudang PT. Trisila Sentosa Abadi Melalui Loyalitas Kerja Sebagai Variabel Intervening” dengan teknik purposive samplin diperoleh sampel sebanyak 100 responden. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh gaya kepemimpinan terhadap kinerja melalui loyalitas kerja. Penelitian ini menggunakan metode *Path analysis / Analisis Jalur* dan dilakukan pengujian Statistika dengan hasil untuk Uji Validitas hasilnya valid, Uji Reliabilitas hasilnya reliabel, Uji Normalitas menunjukkan data penelitian berdistribusi normal, Uji Asumsi Klasik menunjukkan data penelitian lulus Uji Heteroskedastisitas dan Uji Multikolinearitas. Kesimpulan dari penelitian ini adalah Gaya kepemimpinan berpengaruh signifikan terhadap loyalitas kerja karyawan Bagian Gudang PT. Trisila Sentosa Abadi. Loyalitas kerja berpengaruh signifikan terhadap kinerja karyawan Bagian Gudang PT. Trisila Sentosa Abadi. Gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan Bagian Gudang PT. Trisila Sentosa Abadi. Gaya kepemimpinan berpengaruh terhadap kinerja karyawan melalui loyalitas kerja karyawan Bagian Gudang PT. Trisila Sentosa Abadi.

Kata Kunci : Gaya Kepemimpinan, Loyalitas Kerja, Kinerja Karyawan

ABSTRACT

With a good leadership style, it is expected to influence subordinates, especially regarding work loyalty, employee performance must always be improved so that the company is able to compete with other companies. This study is entitled "The Effect of Leadership Style on Employee Performance in the Warehouse Section of PT. Trisila Sentosa Abadi Through Work Loyalty as an Intervening Variable" with a purposive sampling technique obtained a sample of 100 respondents. This study aims to examine and analyze the influence of leadership style on performance through work loyalty. This research uses Path analysis / Path Analysis method and performed a statistical test with the results for the Validity Test the results are valid, the Reliability Test results are reliable, the Normality Test shows the research data is normally distributed, the Classic Assumption Test shows the research data passed the Heteroskedasticity Test and Multicollinearity Test. The conclusion of this study is the leadership style has a significant effect on the work loyalty of the employees of the Warehouse Section of PT. Trisila Sentosa Abadi. Work loyalty has a significant effect on the performance of the employees of the Warehouse Section of PT. Trisila Sentosa Abadi. Leadership style has a significant effect on the performance of the employees of the Warehouse Section of PT. Trisila Sentosa Abadi. Leadership style influences employee performance through employee loyalty at the Warehouse Section of PT. Trisila Sentosa Abadi.

Keywords: Leadership Style, Work Loyalty, Employee Performance