

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya Kepemimpinan, motivasi dan lingkungan kerja terhadap kinerja karyawan pada PT. Dana Purna Investama (DPI) Surabaya. Melalui analisis regresi berganda, didapatkan persamaan regresi $Y = 1.333 + 0,100X_1 + 0,067X_2 + 0,833X_3 + e$. Berdasarkan uji hipotesis t, telah menjawab hipotesis pertama bahwa gaya kepemimpinan memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan, variabel motivasi memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan, variabel lingkungan kerja memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan. Berdasarkan uji hipotesis F, telah menjawab hipotesis kedua, bahwa variabel gaya kepemimpinan, motivasi dan lingkungan kerja, memiliki pengaruh signifikan simultan terhadap variabel kinerja karyawan. Pada nilai *Beta* regresi linear berganda, dapat dijelaskan bahwa variabel lingkungan kerja memiliki pengaruh dominan dengan nilai 0.731.

Kata kunci : gaya kepemimpinan, motivasi, lingkungan kerja, kinerja karyawan

ABSTRACT

This study aims to determine the effect of leadership style, motivation and work environment on employee performance at PT. Dana Purna Investama (DPI) Surabaya. Through multiple regression analysis, the regression equation $Y = 1.333 + 0.100X_1 + 0.067X_2 + 0.833X_3 + e$ is obtained. Based on the hypothesis test t , has answered the first hypothesis that leadership style has a significant partial effect on employee performance variables, the motivation variable has a significant partial effect on employee performance variables, the work environment variable has a partial significant effect on employee performance variables. Based on hypothesis test F , has answered the second hypothesis, that the variables of leadership style, motivation and work environment, have a simultaneous significant influence on employee performance variables. In the Beta value of multiple linear regression, it can be explained that the work environment variable has a dominant influence with a value of 0.731.

Keywords: leadership style, motivation, work environment, employee performance