

## **ABSTRACT**

*This research is meant to find out the influence of leadership style, incentive and work facilities to the performance of the employees of PT. Trans Retail Indonesia Carrefour ITC Surabaya. The population of this research is all employees and leaders on PT Trans Retail Indonesia Carrefour ITC Surabaya and 50 people have been selected as samples. The sample collection technique has been conducted by using census method, since the population is 50 people and less than 100, there fore the population of this research also acts as sample. The data analysis technique has been carried out by using multiple linear regressions method. Based on the result of the F test it has been found that the regression models are feasible to be used to measure the influence of leadership style, incentive and work facilities to the performance of the employees because its significant value is greater than 0.05 that is 0.971, The multiple coefficient value is 0.5%, which shows that leadership style, incentive and work facilities not capable influence the performance of employees which is 0.5%, meanwhile the remaining is 99.5%, which is influenced by other factor outside of the research. Based on the result of the t test it has been found that leadership style, incentive and work facilities not effect significant influence to the performance of the employees because these three independent variables have significance value which is greater than 0.05.*

**Keywords : Leadership style, Incentive, Work facilities, and the Performance of the Employees.**

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, insentif dan fasilitas kerja terhadap kinerja karyawan pada perusahaan PT. Trans Retail Indonesia Carrefour ITC Surabaya. Populasi yang digunakan dalam penelitian ini yaitu seluruh karyawan dan pimpinan di perusahaan PT. Trans Retail Indonesia Carrefour ITC Surabaya sejumlah 50 orang. Teknik pengambilan sampel menggunakan metode sensus, karena jumlah populasi sebanyak 50 orang dan kurang dari 100, maka populasi dalam penelitian ini bertindak pula sebagai sampel. Teknik analisa data yang digunakan dalam penelitian ini adalah dengan metode regresi linier berganda. Berdasarkan uji F diketahui bahwa model regresi layak digunakan untuk mengukur pengaruh gaya kepemimpinan, insentif dan fasilitas kerja terhadap kinerja karyawan karena nilai signifikansi lebih besar dari 0,05 yaitu 0,971. Nilai koefisien determinasi berganda sebesar 0,5%, hal ini menunjukkan bahwa gaya kepemimpinan, insentif dan fasilitas kerja tidak mampu mempengaruhi kinerja karyawan sebesar 0,5%. Sedangkan sisanya sebesar 99,5% dipengaruhi faktor lain di luar penelitian. Berdasarkan uji t diketahui bahwa gaya kepemimpinan, insentif dan fasilitas kerja tidak berpengaruh signifikan terhadap kinerja karyawan, karena ketiga variabel bebas mempunyai nilai signifikansi yang lebih besar dari 0,05.

**Kata Kunci : Gaya kepemimpinan, Insentif, Fasilitas kerja, dan Kinerja karyawan**