

## ABSTRAKSI

### **PENGARUH LINGKUNGAN KERJA, GAYA KEPEMIMPINAN, BEBAN KERJA, DAN *LOCUS OF CONTROL* TERHADAP KINERJA KARYAWAN PT. ANGKASA PURA *SUPPORTS* DI BANDAR UDARA JUANDA SURABAYA**

Kinerja karyawan dapat dipengaruhi oleh berbagai macam faktor, diantaranya adalah lingkungan kerja, gaya kepemimpinan, beban kerja, dan *locus of control*. Penelitian ini bertujuan untuk mengetahui adanya pengaruh variabel lingkungan kerja, gaya kepemimpinan, beban kerja, dan *locus of control* secara parsial dan bersama-sama terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya. Penelitian ini menggunakan pendekatan kuantitatif. Metode *sampling* yang digunakan adalah *purposive sampling* dengan jumlah responden sebanyak 185 responden. Metode analisis data yang digunakan adalah uji analisis regresi linier berganda, analisis uji t untuk menjawab hipotesis pertama, kedua, ketiga, dan keempat serta analisis uji f untuk menjawab hipotesis kelima. Subyek penelitian ini adalah karyawan aktif PT. Angkasa Pura *Supports* Bandar Udara Internasional Juanda Surabaya tahun 2020. Berdasarkan hasil analisis data uji t pengaruh secara parsial diperoleh: 1) variabel lingkungan kerja memperoleh nilai signifikan  $0,000 < 0,05$  dan nilai  $t_{hitung} 10,481 > t_{tabel} 1,973$  artinya terdapat pengaruh secara parsial terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya; 2) variabel gaya kepemimpinan memperoleh nilai signifikan  $0,001 < 0,05$  dan nilai  $0,001 t_{hitung} 3,435 > t_{tabel} 1,973$  artinya terdapat pengaruh secara parsial terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya; 3) variabel beban kerja memperoleh nilai signifikan  $0,006 < 0,05$  dan nilai  $t_{hitung} 2,796 > t_{tabel} 1,973$  artinya terdapat pengaruh secara parsial terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya; 4) variabel *locus of control* memperoleh nilai signifikan  $0,000 < 0,05$  dan nilai  $t_{hitung} t_{hitung} 4,301 > t_{tabel} 1,973$  artinya terdapat pengaruh secara parsial terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya. Hasil uji f secara simultan diperoleh nilai signifikan  $0,000 < 0,05$  dan nilai  $f_{hitung} 103,582 > f_{tabel} 2,42$  dengan demikian  $H_0$  ditolak dan  $H_1$  diterima, artinya lingkungan kerja, gaya kepemimpinan, beban kerja, dan *locus of control* secara bersama-sama berpengaruh terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya dengan kontribusi sebesar 69%, sedangkan sisanya dipengaruhi oleh variabel lain yang tidak diajukan dalam penelitian ini. Simpulan dari penelitian ini adalah lingkungan kerja, gaya kepemimpinan, beban kerja, dan *locus of control* secara bersama-sama berpengaruh terhadap kinerja karyawan PT. Angkasa Pura *Supports* Bandar Udara Juanda Surabaya.

**Kata kunci:** lingkungan kerja, gaya kepemimpinan, beban kerja, *locus of control*, kinerja karyawan.

## ABSTRACT

### **THE INFLUENCE OF WORK ENVIRONMENT, LEADERSHIP STYLE, WORKLOAD, AND LOCUS OF CONTROL ON EMPLOYEE PERFORMANCE PT. ANGKASA PURA SUPPORTS AT JUANDA AIRPORT SURABAYA**

*Employee performance can be influenced by various factors, including work environment, leadership style, workload, and locus of control. This study aims to determine the influence of work environment, leadership style, workload, and locus of control as a variables and effect with partially and simultaneously on the performance of employees of PT. Angkasa Pura Supports Juanda Airport Surabaya. This study uses a quantitative approach. The sampling method used was purposive sampling with a total of 185 respondents. The data analysis method used is multiple linear regression analysis test, t test analysis to answer the first, second, third, and fourth hypotheses and f test analysis to answer the fifth hypothesis. The subjects of this study were active employees of PT. Angkasa Pura Supports Juanda International Airport Surabaya in 2020. Based on the results of the t test data analysis, the effect of partially obtained is: 1) the work environment variable has a significant value of  $0.000 < 0.05$  and the value of  $t_{count} 10.481 > t_{table} 1.973$  means that there is a partial influence on the performance of PT. Angkasa Pura Supports Juanda Airport Surabaya; 2) the variable of leadership style obtained a significant value of  $0.001 < 0.05$  and a value of  $0.001 t_{count} 3.435 > t_{table} 1.973$  meaning that there was a partial influence on the performance of the employees of PT. Angkasa Pura Supports Juanda Airport Surabaya; 3) the workload variable obtained a significant value of  $0.006 < 0.05$  and the value of  $t_{count} 2.796 > t_{table} 1.973$  meaning that there was a partial influence on the performance of the employees of PT. Angkasa Pura Supports Juanda Airport Surabaya; 4) the locus of control variable obtained a significant value of  $0.000 < 0.05$  and the  $t_{count}$  of  $4.301 > t_{table}$  of  $1.973$  means that there is a partial influence on the performance of the employees of PT. Angkasa Pura Supports Juanda Airport Surabaya. The results of the f test simultaneously obtained a significant value of  $0.000 < 0.05$  and the value of  $f_{count} 103.582 > f_{table} 2,42$  thus  $H_0$  is rejected and  $H_1$  is accepted, meaning that the work environment, leadership style, workload, and locus of control jointly affect the performance of employees of PT. Angkasa Pura Supports Juanda Airport Surabaya with a contribution of 69%, while the rest is influenced by other variables not proposed in this study. The conclusion of this study is the work environment, leadership style, workload, and locus of control together have an effect on the performance of the employees of PT. Angkasa Pura Supports Juanda Airport Surabaya.*

**Keywords: work environment, leadership style, workload, locus of control, employee performance.**