

Abstrak

Tujuan penelitian ini adalah untuk (1) menguji dan menganalisis pengaruh kepemimpinan secara parsial terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marine Service di Surabaya, (2) menguji dan menganalisis pengaruh kompetensi secara parsial berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marine Service di Surabaya, (3) menguji dan menganalisis pengaruh budaya organisasi secara parsial terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marine Service di Surabaya, (4) menguji dan menganalisis pengaruh kepemimpinan, kompetensi dan budaya organisasi secara simultan berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marine Service di Surabaya. Sampel yang diambil sebanyak 37 responden. Teknik pengumpulan data menggunakan kuisioner dengan skala Likert; dan metode analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) kepemimpinan secara parsial berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marines Service di Surabaya, (2) kompetensi secara parsial berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marines Service di Surabaya, (3) budaya organisasi secara parsial berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marines Service di Surabaya, (4) kepemimpinan, kompetensi dan budaya organisasi secara simultan berpengaruh terhadap kinerja karyawan Departemen Operasional PT. Pelindo Marines Service di Surabaya.

Kata-kata kunci : kepemimpinan, kompetensi, budaya organisasi, kinerja karyawan.

Abstract

This study aims for (1) to examine and analyze the influence of leadership partially on the performance of the Operations Department of PT employees. Pelindo Marine Service in Surabaya, (2) tested and analyzed the influence of competence partially affects the performance of the Operations Department of PT employees. Pelindo Marine Service in Surabaya, (3) tested and analyzed the influence of organizational culture partially on the performance of the Operations Department of PT employees. Pelindo Marine Service in Surabaya, (4) examine and analyze the influence of leadership, competence, and culture simultaneously affect the performance of the Operations Department of PT employees. Pelindo Marine Service in Surabaya. Samples were taken as many as 37 respondents. The data collection technique used a questionnaire with a Likert scale; and the method of analysis using multiple linear regression analysis. The results showed (1) leadership partially affects the performance of the Operations Department of PT employees. Pelindo Marines Service in Surabaya, (2) competence partially

affects the performance of the Operations Department of PT employees. Pelindo Marines Service in Surabaya, (3) organizational culture partially affects the performance of the Operations Department of PT employees. Pelindo Marines Service in Surabaya, (4) leadership, competence, and organizational culture simultaneously affect the performance of the Operations Department of PT employees. Pelindo Marines Service in Surabaya.

Keywords: leadership, competence, organizational culture, employee performance.