

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan, Motivasi Dan Disiplin Terhadap Kinerja Karyawan Pada PT Federal International Finance (FIFGROUP) Di Cabang Jl. Rajawali No. 68 A-B Surabaya. Melalui analisis regresi berganda, didapatkan persamaan regresi  $Y = 3.392 + 0.149X_1 + 0.114X_2 + 0.639X_3 + e$ . Berdasarkan uji hipotesis F, telah menjawab hipotesis pertama, bahwa variabel gaya kepemimpinan, motivasi, disiplin, memiliki pengaruh signifikan simultan terhadap variabel kinerja karyawan. Berdasarkan uji hipotesis t, telah menjawab hipotesis kedua, bahwa gaya kepemimpinan tidak memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan, variabel motivasi memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan, variabel disiplin memiliki pengaruh signifikan parsial terhadap variabel kinerja karyawan. Pada nilai *Beta* regresi linear berganda, dapat dijelaskan bahwa variabel disiplin memiliki pengaruh dominan dengan nilai 0.506.

*Kata kunci : gaya kepemimpinan, motivasi, disiplin, kinerja karyawan*

## **ABSTRACT**

*This research aims to know the influence of leadership styles, motivation and discipline on performance of employees At PT Federal International Finance (FIFGROUP) At JL. Rajawali No. 68 A-B. Through multiple regression analysis, the regression equation obtained by regresi  $Y = 3.392 + 0.149X_1 + 0.114X_2 + 0.639X_3 + e$ . Based on hypothesis test F, have answered the first hypothesis, that leadership style variables, motivation, discipline, have influence significant simultaneous against variable employee performance. Based on the hypothesis test t, have answered the second hypothesis, that the leadership style does not have significant influence towards partial performance variable, motivation variables have significant influence towards partial variables employee performance, discipline variables have a significant influence on the performance of variable employee against partial. On the value of multiple linear regression, Beta can be explained that the discipline has dominant variable in this research.*

*Keywords: leadership style, motivation, discipline, employee performance*