

ABSTRAK

Skripsi dengan judul “Pengaruh Gaya Kepemimpinan, Budaya Organisasi, dan Kompensasi terhadap Kinerja Karyawan PT. Petro Jaya Gas Kota Blitar” ini ditulis oleh Khusnul Chotimah, NIM.17402153104, pembimbing Hj. Amalia Nuril Hidayati, SE, M.Sy.

Penelitian ini dilatarbelakangi oleh peran strategis Sumber Daya Manusia (SDM) yang ikut terlibat dalam pelaksanaan fungsi-fungsi suatu organisasi. Berhasil atau gagalnya pelaksanaan fungsi-fungsi tersebut sangat bergantung pada sejauh mana kualitas sumber daya manusianya. Untuk mewujudkan Sumber Daya Manusia (SDM) yang berkualitas, pengembangan sumber daya manusia, khususnya gaya kepemimpinan, budaya organisasi, dan tingkat kompensasi dalam suatu organisasi penting dilakukan. Gaya kepemimpinan, budaya organisasi, dan kompensasi tersebut diterapkan untuk meningkatkan semangat kerja karyawan demi tercapainya kinerja yang diharapkan.

Permasalahan dirumuskan oleh peneliti dalam 4 pertanyaan: (1) Apakah gaya kepemimpinan berpengaruh terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar? (2) Apakah budaya organisasi berpengaruh terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar? (3) Apakah kompensasi berpengaruh terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar? (4) Apakah gaya kepemimpinan, budaya organisasi, dan kompensasi secara bersama-sama berpengaruh terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar? Tujuan dalam penelitian ini adalah: (1) Untuk mengetahui pengaruh gaya kepemimpinan terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar, (2) Untuk mengetahui pengaruh budaya organisasi terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar, (3) Untuk mengetahui pengaruh kompensasi terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar, (4) Untuk mengetahui pengaruh gaya kepemimpinan, budaya organisasi, dan kompensasi secara bersama-sama terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar.

Pendekatan yang digunakan adalah kuantitatif dengan jenis asosiatif. Teknik pengambilan data menggunakan kuesioner, teknik pengambilan sampel dengan metode sampel acak sederhana, skala pengukuran yang digunakan yaitu skala likert, teknik analisis data menggunakan uji validitas, uji reabilitas, uji asumsi klasik, uji regresi linear berganda, uji hipotesis, dan koefisien determinasi. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 60 responden yaitu karyawan di PT. Petro Jaya Gas Kota Blitar. Selanjutnya data diolah melalui SPSS 20.

Hasil penelitian menunjukkan bahwa secara parsial (1) gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan (2) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan (3) kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan (4) secara simultan gaya kepemimpinan, budaya organisasi, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Petro Jaya Gas Kota Blitar.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi, Kompensasi, Kinerja Karyawan.

ABSTRACT

This thesis entitled "The Effect of Leadership Style, Organizational Culture, and Compensation on the Employee Performance of the PT. Petro Jaya Gas City of Blitar" was written by Khusnul Chotimah, NIM.17402153104, Advisor: Hj. Amalia Nuril Hidayati, SE, M.Sy.

This research is motivated by the strategic role of Human Resources (HR) who are involved in implementing the functions of an organization. The success or failure of these functions depends on the quality of the human resources. To realize quality Human Resources (HR), fostering and developing human resources, especially leadership style, organizational culture, and compensation of an organization is important. Leadership style, organizational culture, and compensation is to applied increase morale of employees in order to achieve expected performance.

The problem was formulated by researchers in 4 questions: (1) Whether there is any leadership style influence on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (2) Whether there is any organizational culture influence on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (3) Whether there is any compensation influence on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (4) Whether there is any leadership style, organizational culture, and compensation together on the performance of employees of the PT. Petro Jaya Gas City of Blitar. The objectives of this study were: (1) to examine the influence of leadership style on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (2) to examine the influence of organizational culture on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (3) to examine the influence of compensation on the performance of employees of the PT. Petro Jaya Gas City of Blitar, (4) to examine the joint influence of leadership style, organizational culture, and compensation on the performance of employees of the PT. Petro Jaya Gas City of Blitar.

The type of research used is quantitative with associative types. Data collection techniques using questionnaires, sampling techniques using simple random sampling, the measurement scale used is the Likert scale, data analysis techniques using validity test, reliability test, classic assumption test, multiple linear regression test, hypothesis test, and coefficient of determination. The number of samples used in this study were 60 respondents namely employees at the PT. Petro Jaya Gas City of Blitar. Then the data is processed through SPSS 20.

The results showed that partially (1) leadership style had a positive and significant effect on employee performance (2) organizational culture had a positive and significant effect on employee performance (3) compensation had a positive and significant effect on employee performance (4) simultaneously leadership style, organizational culture, and compensation had a positive and significant effect on the performance of employees of the PT. Petro Jaya Gas City of Blitar.

Keywords: Leadership Style, Organizational Culture, Compensation, Employee Performance.