

ABSTRAK

Skripsi dengan judul “**Pengaruh Sistem Kerja Kontrak, Gaya Kepemimpinan dan *Punishment* Terhadap Kinerja Karyawan PT. Kampung Coklat Kabupaten Blitar**” ini ditulis oleh Ahmad Ide Pramana NIM. 12402183338, Pembimbing: Prof. Dr. Iffatin Nur, M.Ag.

Penelitian ini dilatarbelakangi oleh pentingnya kinerja karyawan dalam suatu perusahaan dimana kinerja tersebut merupakan suatu keberhasilan seorang karyawan dalam mengerjakan tugas yang diberikan oleh pimpinan. Kinerja yang baik pada karyawan dapat dipengaruhi oleh faktor sistem kerja kontrak, gaya kepemimpinan, dan *Punishment*.

Tujuan dalam penelitian ini adalah (1) Untuk mengetahui pengaruh sistem kerja kontrak terhadap kinerja karyawan. (2) Untuk mengetahui pengaruh gaya kepemimpinan terhadap kinerja karyawan. (3) Untuk mengetahui pengaruh punishment terhadap kinerja karyawan. (4) Untuk mengetahui pengaruh sistem kerja kontrak, gaya kepemimpinan dan punishment terhadap kinerja karyawan.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Populasi dalam penelitian ini adalah 300 karyawan dengan sampling *random sampling* sehingga diperoleh sampel penelitian berjumlah 75 responden. Sumber data penelitian ini adalah data primer yang diambil dari angket. Teknik pengumpulan data dalam penelitian ini menggunakan angket dan dokumentasi. Teknik analisis data melalui uji validitas, uji reliabilitas, uji asumsi dasar, uji asumsi klasik, analisis regresi linear berganda, uji koefisien determinasi (R^2), dan uji hipotesis.

Hasil penelitian menunjukkan bahwa: (1) Secara parsial terdapat pengaruh positif dan signifikan antara sistem kerja kontrak terhadap kinerja karyawan PT. Kampung Coklat Kabupaten Blitar. Setiap peningkatan satu skala dalam jawaban responden, maka kinerja karyawan akan meningkatkan, begitupun sebaliknya. (2) Secara parsial terdapat pengaruh positif dan signifikan antara gaya kepemimpinan terhadap kinerja karyawan PT. Kampung Coklat Kabupaten Blitar. Setiap peningkatan satu skala dalam jawaban responden, maka kinerja karyawan akan meningkatkan, begitupun sebaliknya. (3) Secara parsial terdapat pengaruh positif dan signifikan antara *Punishment* terhadap kinerja karyawan PT. Kampung Coklat Kabupaten Blitar. Setiap peningkatan satu skala dalam jawaban responden, maka kinerja karyawan akan meningkatkan, begitupun sebaliknya. (4) Secara simultan terdapat pengaruh positif dan signifikan antara sistem kerja kontrak, gaya kepemimpinan dan *punishment* terhadap kinerja karyawan PT. Kampung Coklat Kabupaten Blitar. Berdasarkan hasil uji koefisien determinasi diketahui bahwa 72,9% variabel dependen kinerja karyawan dijelaskan oleh variabel independen

Kata kunci: sistem kerja kontrak, gaya kepemimpinan, *Punishment*, kinerja karyawan.

ABSTRACT

Thesis with the title “The Influence of Contract Work System, Leadership Style and Punishment on Employee Performance of PT. Kampung Coklat Blitar Regency” was written by Ahmad Ide Pramana NIM. 12402183338, Advisor: Prof. Dr. Iffatin Nur, M.Ag.

This research is motivated by the importance of employee performance in a company where the performance is an employee's success in carrying out the tasks given by the leadership. Good performance of employees can be influenced by factors of the contract work system, leadership style, and Punishment.

The aims of this research were (1) to determine the effect of the contact work system on employee performance. (2) To determine the effect of leadership style on employee performance. (3) To determine the effect of punishment on employee performance. (4) To determine the effect of the contract work system, leadership style and punishment on employee performance.

This research used a quantitative approach to the type of associative research. The population in this study were 300 employees with random sampling so that a sample of 75 respondents was obtained. The data source for this research is primary data taken from a questionnaire. Data collection techniques in this study used questionnaires and documentation. Data analysis techniques through validity test, reliability test, basic assumption test, classical assumption test, multiple linear regression analysis, coefficient of determination test (R Square), and hypothesis testing.

The results showed that: (1) Partially there is a positive and significant influence between the contract work system on the performance of PT. Chocolate Village, Blitar Regency. Each increase of one scale in the respondent's answer, the employee's performance will increase, and vice versa. (2) Partially there is a positive and significant influence between leadership style on the performance of employees of PT. Chocolate Village, Blitar Regency. Each increase of one scale in the respondent's answer, the employee's performance will increase, and vice versa. (3) Partially there is a positive and significant influence between punishment on the performance of employees of PT. Chocolate Village, Blitar Regency. Each increase of one scale in the respondent's answer, the employee's performance will increase, and vice versa. (4) Simultaneously there is a positive and significant influence between the contract work system, leadership style and punishment on the performance of employees of PT. Chocolate Village, Blitar Regency. Based on the test results of the coefficient of determination it is known that 72.9% of the dependent variable of employee performance is explained by the independent variables

Keywords: *contract work system, leadership style, punishment, employee performance.*