

ABSTRAK

Skripsi dengan judul “Pengaruh Gaya Kepemimpinan dan Kompensasi Terhadap Kinerja Karyawan di Atfos Collection Tulungagung” ini ditulis oleh Via Ermi Nugraheni NIM 12402173095, Prodi Ekonomi Syariah, Jurusan Ekonomi, Fakultas Ekonomi dan Bisnis Islam, Universitas Sayyid Ali Rahmatullah Tulungagung dengan pembimbing Prof. Dr. Ahmad Tanzeh, M.Pd.I.

Pokok permasalahan dalam penelitian ini adalah: 1) bentuk pelaksanaan gaya kepemimpinan, penerapan kompensasi serta peningkatan kinerja, 2) pengaruh gaya kepemimpinan terhadap peningkatan kinerja, 3) pengaruh penerapan kompensasi terhadap peningkatan kinerja, 4) dan pengaruh gaya kepemimpinan dan kompensasi secara simultan terhadap kinerja karyawan.

Penelitian ini menggunakan jenis penelitian *mixed methods* (metode campuran) kuantitatif dan kualitatif. Analisis data kuantitatif menggunakan analisis regresi linier berganda, untuk mengetahui pengaruh variabel independen terhadap variabel dependen secara parsial dan simultan. Data diperoleh dari data primer melalui studi lapangan serta data sekunder melalui studi pustaka, dengan teknik pengumpulan data melalui kuesioner dengan 33 responden serta dengan wawancara. Populasi penelitian adalah karyawan serta pimpinan Atfos Collection. Menggunakan teknik sampling probabilitas, dan sampel terdiri dari 33 orang karyawan.

Hasil dari penelitian ini menunjukkan (1) gaya kepemimpinan, kompensasi dan kinerja karyawan di Atfos Collection (2) gaya kepemimpinan berpengaruh terhadap kinerja karyawan (3) kompensasi tidak berpengaruh terhadap kinerja karyawan (4) gaya kepemimpinan dan kompensasi secara simultan memiliki pengaruh terhadap kinerja karyawan.

Kata kunci : *gaya kepemimpinan, kompensasi, kinerja karyawan*

ABZTRACT

The thesis entitled "The Influence of Leadership Style and Compensation on Employee Performance at Atfos Collection Tulungagung" was written by Via Ermi Nugraheni NIM 12402173095, Islamic Economic Study Program, Department of Economics, Faculty of Islamic Economics and Business, Sayyid Ali Rahmatullah University Tulungagung with Prof. Dr. Ahmad Tanzeh, M.Pd.I.

The main issues in this study are: 1) the form of implementing leadership style, applying compensation and increasing performance, 2) the effect of leadership style on increasing performance, 3) the effect of implementing compensation on increasing performance, 4) and the influence of leadership style and compensation simultaneously on performance employee.

This research uses a type of mixed methods research (mixed methods) quantitative and qualitative. Quantitative data analysis using multiple linear regression analysis, to determine the effect of independent variables on the dependent variable partially and simultaneously. Data were obtained from primary data through field studies and secondary data through literature studies, with data collection techniques through questionnaires with 33 respondents and by interviews. The research population is employees and leaders of the Atfos Collection. Using probability sampling technique, and the sample consists of 33 employees.

The results of this study indicate (1) leadership style, compensation and employee performance in the Atfos Collection (2) leadership style has an effect on employee performance (3) compensation has no effect on employee performance (4) leadership style and compensation simultaneously have an effect on employee performance employee.

Keywords: leadership style, weakness, employee performance