

**THE INFLUENCE OF MOTIVATION, LEADERSHIP STYLE, AND
WORK DISCIPLINE TOWARD EMPLOYEE PERFORMANCE AT PT.
PABRIK ES BALOK MARANATHA**

THESIS

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FACULTY OF ECONOMICS
UNIVERSITAS KATOLIK DE LA SALLE**

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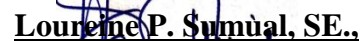


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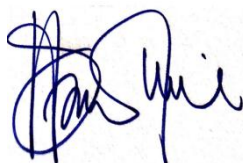
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ABSTRACT

NATALIA SILFANUS. THE INFLUENCE OF MOTIVATION, LEADERSHIP STYLE, AND DISCIPLINE OF WORK TOWARD EMPLOYEE PERFORMANCE IN PT. PABRIK ES BALOK MARANATHA. (GUIDED BY SUMUAL LOUREINE P. AND KOROMPIS MERRY J.)

Employee performance is an attempt to manage the competence employees conducted by the organization systematically and continuously so that employee have a performance level expected by organizational, namely to contribute optimally, so being able to achieve the goals of the organization.

The purpose of this study was to analyze and measure the influence of Motivation, Leadership Style, Work Discipline toward Employee Performance at PT.Pabrik Es Balok Maranatha. This type of research is quantitative research using questionnaire data and using the SPSS version 24 statistical tool.

The results of this study used multiple regression analysis. There are also results from this study showing that Motivation is not related to Employee Performance while Leadership Style and Work Discipline partially influence. Simultaneously all independent variables (Motivation, Leadership Style, Work Discipline) have a significant influence toward Employee Performance.

Keywords: Motivation, Leadership Style, Work Discipline, Employee Performance.

ABSTRAK

NATALIA SILFANUS. PENGARUH MOTIVASI, GAYA KEPEMIMPINAN, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DI PT. PABRIK ES BALOK MARANATHA. DIBIMBING OLEH (SUMUAL LOUREINE P. DAN KOROMPIS MERRY J.)

Kinerja karyawan adalah upaya mengelola kompetensi karyawan yang dilakukan oleh organisasi secara sistematis dan berkesinambungan sehingga karyawan memiliki tingkat kinerja yang diharapkan oleh organisasi, yaitu berkontribusi secara optimal, sehingga mampu mencapai tujuan organisasi.

Tujuan dari penelitian ini adalah untuk menganalisis dan mengukur pengaruh dari Motivation, Leadership Style, Work Discipline terhadap Employee Performance di PT.Pabrik Es Balok Maranatha. Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan data kuesioner dan menggunakan alat statistic SPSS versi 24.

Hasil penelitian ini menggunakan analisis regresi berganda. Ada pun hasil dari penelitian ini menunjukkan bahwa Motivasi tidak berpengaruh terhadap Employee Performance sedangkan Leadership Style dan Work Discipline berpengaruh secara parsial. Secara simultan seluruh variabel independen (Motivasi, Leadership Style, Work Discipline) memiliki pengaruh signifikan terhadap Employee Performance.

Kata kunci : Motivasi, Gaya Kepemimpinan, Disiplin Kerja, Kinerja Karyawan.

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The student realized that this report is not perfect. The student apologizes for anything that might be wrong and unclear in this report, so any critics and suggestion are very welcomed. Hopefully, this report will be useful for anyone who reads it.

Manado, 05th August 2019

Student

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