

**THE INFLUENCE OF LEADERSHIP, MOTIVATION AND TRAINING
TOWARD EMPLOYEE PERFORMANCE AT
PT BANK SULUTGO BRANCH KAWANGKOAN**

THESIS

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UNIVERSITAS KATOLIK DE LA SALLE
MANADO**

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APPROVAL PAGE

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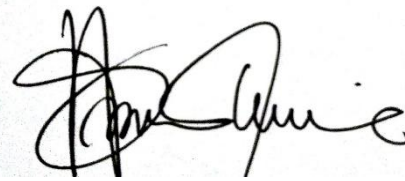
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**THE INFLUENCE OF LEADERSHIP, MOTIVATION AND TRAINING
TOWARD EMPLOYEE PERFORMANCE AT
PT BANK SULUTGO BRANCH KAWANGKOAN**

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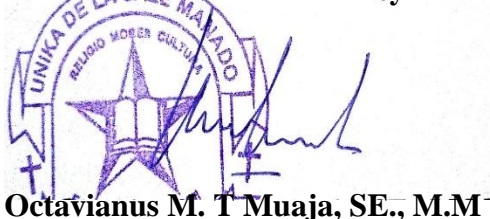
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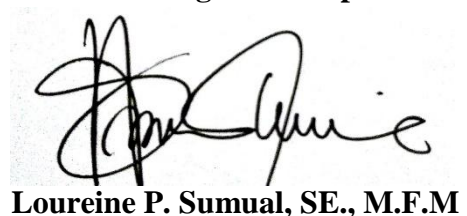
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STATEMENT OF THESIS ORIGINALITY
THE INFLUENCE OF LEADERSHIP, MOTIVATION AND TRAINING
TOWARD EMPLOYEE PERFORMANCE AT
PT BANK SULUTGO BRANCH KAWANGKOAN

I, who sign this statement, state that this thesis :

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ABSTRACT

THE INFLUENCE OF LEADERSHIP, MOTIVATION AND TRAINING TOWARD EMPLOYEE PERFORMANCE AT PT BANK SULUTGO BRANCH KAWANGKOAN

The purpose of an established company is to get the maximum benefit for the common good. Therefore companies are required to have very high productivity with very good quality. The company also requires quality human resources from leaders to employees so they can make a good contribution to the company.

The purpose of this study is to determine the effect of leadership, motivation and training simultaneously and partially on the performance of employees of PT Bank SulutGo Branch Kawangkoan. This type of research is quantitative research using questionnaire data and is processed using SPSS version 25 statistical applications using multiple regression analysis as an analysis tool.

The results of this study indicate that leadership partially does not significantly influence employee performance, while motivation partially shows a negative effect on employee performance. While the leadership variable partially has a significant effect on employee performance. Simultaneously all independent variables (leadership, motivation and training), have a significant effect on employee performance.

Keywords: Leadership, Motivation, Training, Employee Performance.

ABSTRAK

PENGARUH KEPEMIMPINAN, MOTIVASI DAN PELATIHAN TERHADAP KINERJA KARYAWAN PT BANK SULUTGO CABANG KAWANGKOAN

Tujuan dari suatu perusahaan didirikan adalah untuk mendapatkan keuntungan maksimal demi kesejahteraan bersama. Oleh sebab itu perusahaan dituntut untuk memiliki produktivitas yang sangat tinggi dengan mutu yang sangat baik. Perusahaan juga memerlukan sumber daya manusia yang berkualitas mulai dari pimpinan sampai pada karyawan agar dapat memberikan kontribusi yang baik pula terhadap perusahaan.

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh dari kepemimpinan, motivasi dan pelatihan secara simultan dan parsial terhadap kinerja karyawan PT Bank SulutGo Cabang Kawangkoan. Jenis dari penelitian ini adalah penelitian kuantitatif dengan menggunakan data kuesioner dan diolah menggunakan aplikasi statistic SPSS versi 25 dengan menggunakan analisis regresi berganda sebagai alat analisis..

Hasil dari penelitian ini menunjukkan bahwa kepemimpinan secara parsial tidak berpengaruh secara signifikan terhadap kinerja karyawan, untuk motivasi secara parsial menunjukkan pengaruh negatif terhadap kinerja karyawan. Sedangkan untuk variabel kepemimpinan secara parsial berpengaruh signifikan terhadap kinerja karyawan. Secara bersamaan semua variabel independen (kepemimpinan, motivasi dan pelatihan), berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Kepemimpinan, Motivasi, Pelatihan, Kinerja Karyawan

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Manado, July 23th 2020


Student

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