

ABSTRAK

Tujuan penelitian untuk menguji dan menganalisis pengaruh kepemimpinan, motivasi kerja, dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini dilaksanakan di PT Swakarya Insan Mandiri Branch Semarang. Jumlah populasi 576 karyawan dan sampel 86 karyawan menggunakan teknik Roscoe. Teknik pengumpulan data menggunakan metode survei dan instrumen penelitian menggunakan kuesioner dengan Skala Likert 5. Teknik analisis data dilakukan dengan uji validitas melalui CFA, uji reliabilitas, dan uji model (uji F, R-Square). Uji hipotesis menggunakan uji t. Hasil penelitian menunjukkan kepemimpinan dan motivasi kerja tidak berpengaruh terhadap kinerja karyawan, sedangkan lingkungan kerja berpengaruh positif terhadap kinerja karyawan.

Kata Kunci : Kepemimpinan, motivasi kerja, lingkungan kerja, dan kinerja karyawan.

ABSTRACT

The purpose of the study was to examine and analyze the influence of leadership, work motivation, and work environment on employee performance. This research was conducted at PT Swakarya Insan Mandiri Branch Semarang. Total population of 576 employees and a sample of 86 employees using Roscoe technique. The data collection technique used survey methods and the research instrument used a questionnaire with a Likert Scale 5. The data analysis technique was carried out by testing the validity through CFA, reliability testing, and model testing (F test, R-Square). Hypothesis test using t test. The results showed that leadership and work motivation had no effect on employee performance, while the work environment had a positive effect on employee performance.

Keywords: Leadership, work motivation, work environment, and employee performance.