

ABSTRAK

PENINGKATAN KINERJA PEGAWAI DENGAN KEPEMIMPINAN, DISIPLIN KERJA, KOMITMEN, PADA PT. KUSUMA NANDA PUTRA KLATEN

Penelitian ini bertujuan untuk mengetahui, menganalisa dan memberikan bukti empiris peningkatan kinerja pegawai dengan kepemimpinan, disiplin kerja, komitmen pada PT. Kusuma Nanda Putra Klaten. Analisa yang digunakan meliputi uji instrumen: uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, uji t, uji F, dan analisis koefisien determinasi (R^2).

Pada PT. Kusuma Nanda Putra Klaten populasi yang digunakan dalam penelitian ini adalah pegawai PT. Kusuma Nanda Putra Klaten bagian warping dengan jumlah sampel sebesar 100 responden.

Hasil analisis regresi linier berganda menunjukkan bahwa disiplin kerja dan komitmen berpengaruh positif terhadap kinerja pegawai sedangkan kepemimpinan berpengaruh negatif terhadap kinerja pegawai. Hasil uji t menunjukkan bahwa : variabel disiplin kerja dan komitmen secara parsial berpengaruh signifikan sedangkan variabel kepemimpinan secara parsial berpengaruh tidak signifikan. Hasil uji F menunjukkan secara bersama-sama variabel kepemimpinan, disiplin kerja dan komitmen berpengaruh signifikan terhadap kinerja pegawai. Hasil uji koefisien determinasi (R^2) dari hasil perhitungan di peroleh nilai *Adjusted* menunjukkan bahwa kepemimpinan, disiplin kerja dan komitmen sebesar 0,207 artinya variabel kepemimpinan, disiplin kerja dan komitmen mampu menjelaskan 20,7% sedangkan sisanya 79,3% dijelaskan oleh variabel lain yang tidak ikut diteliti, misalnya: motivasi, lingkungan kerja, kompensasi, komunikasi dan kompetensi.

Kata Kunci : Kepemimpinan, Disiplin Kerja, Komitmen, Kinerja Pegawai

ABSTRACT**IMPROVEMENT OF EMPLOYEE PERFORMANCE WITH LEADERSHIP,
WORK DISCIPLINE, COMMITMENTS, IN PT. KUSUMA NANDA PUTRA
KLATEN**

This study aims to find out, analyze and provide empirical evidence of employee performance improvement with leadership, work discipline, commitment to PT. Kusuma Nanda Putra Klaten. The analysis used includes the instrument test: validity test, reliability test, classic assumption test, multiple linear regression test, t test, F test, and coefficient of determination (R^2) analysis.

To PT. Kusuma Nanda Putra Klaten population used in this study were employees of PT. Kusuma Nanda Putra Klaten warping section with a sample size of 100 respondents.

The results of multiple linear regression analysis show that work discipline and commitment have a positive effect on employee performance while leadership has a negative effect on employee performance. t test results show that: work discipline and commitment variables partially have a significant effect while the leadership variable partially has no significant effect. F test results show that together with the variables of leadership, work discipline and commitment significantly influence employee performance. The results of the coefficient of determination (R^2) from the calculation results obtained Adjusted values indicate that leadership, work discipline and commitment of 0.207 means that the leadership, work discipline and commitment variables are able to explain 20.7% while the remaining 79.3% is explained by other variables that are not participated in the study, for example: motivation, work environment, compensation, communication and competence.

Keyword : Leadership, Work Discipline, Commitment, Employee Performance