

ABSTRAKSI

Pengaruh *Spiritual Leadership*, Komitmen Organisasi, dan Pelatihan Kerja Terhadap Kinerja Karyawan Waroeng Spesial Sambal Karanganyar

Nevri Dea Ayunda Putri

2016514491

Dra. Saptani Rahayu, MM

Program Studi Manajemen

Sekolah Tinggi Ilmu Ekonomi Adi Unggul Bhirawa Surakarta

Jl. Mr. Sartono No.97, Nusukan, Banjarsari, Surakarta 57135

Email: nevrideaayunda20@gmail.com

Tujuan dari penelitian ini adalah untuk mengetahui Pengaruh *Spiritual Leadership*, Pelatihan Kerja dan Pengawasan terhadap Kinerja Karyawan Waroeng Spesial Sambal Karanganyar. Penelitian ini menggunakan metode pengambilan data secara primer yaitu dengan menyebarkan kuesioner dimana populasi dalam penelitian ini adalah karyawan Waroeng Spesial Sambal Karanganyar. Pengambilan sampel dalam penelitian ini menggunakan teknik sensus dengan jumlah sampel sebanyak 50 responden. Hasil pengujian validitas dan reliabilitas menunjukkan bahwa seluruh item pertanyaan yang diajukan terbukti valid dan reliabel. Hasil persamaan regresi linier berganda variabel pelatihan kerja berpengaruh positif sedangkan variabel *spiritual leadership* dan pengawasan berpengaruh negatif. Hasil uji t menunjukkan bahwa *spiritual leadership* berpengaruh signifikan terhadap kinerja karyawan, pelatihan kerja berpengaruh signifikan terhadap kinerja karyawan dan pengawasan tidak berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan *spiritual leadership*, pelatihan kerja dan pengawasan secara simultan berpengaruh signifikan terhadap kinerja karyawan. Hasil uji koefisien determinasi (R^2) menunjukkan bahwa nilai adjusted R square sebesar 0,279 sehingga diperoleh nilai koefisien determinasi sebesar 27,9%. Maka dapat disimpulkan bahwa variabel independen (*spiritual leadership*, pelatihan kerja dan pengawasan) mampu menjelaskan variabel dependen yaitu kinerja karyawan sebesar 27,9%. Sedangkan sisanya 72,1% dijelaskan faktor lain yang tidak diteliti dalam penelitian ini seperti komitmen organisasi, lingkungan kerja, kepuasan kerja.

Kata kunci: Kinerja Karyawan, *Spiritual Leadership*, Pelatihan Kerja dan Pengawasan

ABSTRACT

The Effect of Spiritual Leadership, Job Training, and Supervision to Employee Performance In Waroeng Spesial Sambal Karanganyar

Nevri Dea Ayunda Putri

2016514491

Dra. Saptani Rahayu, MM

Program Studi Manajemen

Sekolah Tinggi Ilmu Ekonomi Adi Unggul Bhirawa Surakarta

Jl. Mr. Sartono No.97, Nusukan, Banjarsari, Surakarta 57135

Email: nevrideaayunda20@gmail.com

The purpose of this study was to determine the effect of spiritual leadership, job training and supervision to employee performance in waroeng spesial sambal karanganyar. This research uses primary data collection method by distributing questionnaires where the population in this study are consumers of Grilled Chicken and Kremes Chicken Mbak Pipi Restaurant in Karanganyar. Sampling in this study uses the census sampling technique with a total sample of 50 respondents. The results of the validity and reliability test show that all the questions raised were valid and reliable. The results of multiple linear regression equations job training have a positive effect, while the spiritual leadership and supervision have a negative effect. The T test show that spiritual leadership has a significant effect on employee performance, job training has a significant effect on employee performance and supervision has not significant on employee performance. F test show the spiritual leadership, job training and supervision significantly influences the employee performance. Coefficient Test Result Determination (R^2) shows that adjusted R square value of 0,279 so that Determination Coefficient value of 27,9% is obtained. Then it can be concluded that the independent variable (spiritual leadership, job training and supervision) is able to explain the dependent variable namely purchasing decision of 27,9%. While the remaining 72,1% is explained by other factors not examined in this study such as organization commitment, job environment, job satisfaction.

Keyword: Employee Performance, Spiritual Leadership, Job Training And Supervision