

ABSTRAK

Pengaruh Kepemimpinan, Komunikasi dan Lingkungan Kerja terhadap Kinerja Karyawan di PT. Bengawan Inti Kharisma Surakarta.

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, komunikasi dan lingkungan kerja terhadap kinerja karyawan di PT. Bengawan Inti Kharisma Surakarta baik secara simultan maupun parsial. Penelitian ini menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah karyawan di PT. Bengawan Inti Kharisma Surakarta sebanyak 73 responden sehingga semua populasi menjadi sampel penelitian. Teknik analisis yang digunakan adalah regresi linier berganda. Hasil regresi linier berganda menunjukkan bahwa variabel kepemimpinan, komunikasi dan lingkungan kerja berpengaruh positif terhadap kinerja. Hasil uji t menunjukkan bahwa secara parsial variabel kepemimpinan dan lingkungan kerja berpengaruh signifikan terhadap kinerja, sedangkan komunikasi berpengaruh tidak signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan bahwa secara simultan variabel kepemimpinan, komunikasi dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kemampuan variabel kepemimpinan, komunikasi dan lingkungan kerja dalam menjelaskan kinerja karyawan sebesar 36,5%, sedangkan sisanya 63,5% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini, seperti motivasi, disiplin kerja, komitmen kerja, kompensasi, budaya organisai, dan lain-lain.

Kata kunci : *Kinerja Karyawan, Kepemimpinan, Komunikasi, Lingkungan Kerja*

ABSTRACT

The Effect of Leadership, Communication and Work Environment on Employee Performance at PT. Bengawan Inti Kharisma Surakarta.

This study aims to determine the effect of leadership, communication and work environment on employee performance at PT. Bengawan Inti Kharisma Surakarta both simultaneously and partially. This research uses a quantitative approach. The population in this study were employees at PT. Bengawan Inti Kharisma Surakarta as many as 73 respondents so that all populations were sampled. The analysis technique used is multiple linear regression. The results of multiple linear regression indicate that the variables of leadership, communication and work environment have a positive effect on performance. T test results indicate that partially leadership and work environment variables have a significant effect on performance, while communication has no significant effect on employee performance. F test results indicate that simultaneously leadership, communication and work environment variables have a positive and significant effect on employee performance. The ability of leadership, communication and work environment variables in explaining employee performance by 36.5%, while the remaining 63.5% is influenced by other factors not examined in this study, such as motivation, work discipline, work commitment, compensation, organizational culture, and etc.

Keywords: Employee Performance, Leadership, Communication, Work Environment