

ABSTRAK

Rokhim, Afdur. 2022. Skripsi. **Motivasi, Kepemimpinan dan Komitmen Organisasi Terhadap Kinerja Karyawan PT. Randu Putra Perkasa Nusantara Kota Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan terhadap PT. Randu Putra Perkasa Nusantara Kota Probolinggo dengan tujuan untuk mengetahui “Pengaruh Motivasi, Kepemimpinan dan Komitmen Organisasi secara simultan, parsial dan dominan Terhadap Kinerja Karyawan PT. Randu Putra Perkasa Nusantara Kota Probolinggo”.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen (bebas) Motivasi (X1), Kepemimpinan (X2) dan Komitmen Organisasi (X3), serta variabel dependen (terikat) Kinerja Karyawan (Y). Jumlah sampel sebanyak 34 orang diperoleh dari populasi yang berjumlah 34 orang dengan menggunakan sampel jenuh yaitu semua anggota populasi digunakan sebagai sampel. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi (R square), pengujian hipotesis yang terdiri dari uji F, uji t, dan uji dominan.

Hasil penelitian menunjukkan bahwa Motivasi (X1), Kepemimpinan (X2) dan Komitmen Organisasi (X3) berpengaruh secara simultan terhadap Kinerja Karyawan (Y) PT. Randu Putra Perkasa Nusantara Kota Probolinggo dari perhitungan uji F diperoleh nilai $F_{hitung} 8,701 > F_{tabel} 3,276$. Selain itu hasil dari uji t menunjukkan bahwa secara parsial Motivasi (X1) mempunyai pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} 2,847 > t_{tabel} = 1,691$, Kepemimpinan (X2) mempunyai pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} = 2,160 > t_{tabel} = 1,691$ dan Komitmen Organisasi (X3) tidak memiliki pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} 1,151 < t_{tabel} = 1,691$. Dan variabel yang paling dominan pengaruhnya terhadap Kinerja Karyawan adalah Motivasi (X1).

Kata Kunci : Motivasi, Kepemimpinan, Komitmen Organisasi dan Kinerja

ABSTRACT

Rokhim, Afdur. 2022. Thesis. ***The influence of motivation, leadership and organizational commitment simultaneously and partially on the performance of employees of PT. Randu Putra Perkasa Nusantara Probolinggo City.*** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.

This research was conducted on PT. Randu Putra Perkasa Nusantara Probolinggo City with the aim of knowing "The influence of motivation, leadership and organizational commitment simultaneously, partially and dominant on the performance of employees of PT. Randu Putra Perkasa Nusantara Probolinggo City".

The type of research used is quantitative, with the independent variable (free) Motivation (X1), Leadership (X2) and Organizational Commitment (X3), and the dependent variable (bound) Employee Performance (Y). The number of samples as many as 34 people was obtained from a population of 34 people using a saturated sample, that is, all members of the population were used as samples. The data analysis method used validity test, reliability test, classical assumption test, multiple linear regression analysis, coefficient of determination (R square), hypothesis testing consisting of F test, t test, and dominant test.

The results showed that Motivation (X1), Leadership (X2) and Organizational Commitment (X3) had a simultaneous effect on Employee Performance (Y) PT. Randu Putra Perkasa Nusantara Probolinggo City from the calculation of the F test obtained the value of Fcount 8,701 > Ftable 3,276. In addition, the results of the t test show that partially motivation (X1) has an influence on employee performance (Y) from the t test calculation, the t-test value is 2.847 > ttable = 1.691, leadership (X2) has an influence on employee performance (Y) from the test calculation. t value obtained tcount = 2.160 > ttable = 1.691 and Organizational Commitment (X3) has no effect on Employee Performance (Y) from the t-test calculation obtained tcount 1.151 < ttable = 1.691. And the variable with the most dominant influence on employee performance is motivation (X1).

Keywords : motivation, leadership, organizational commitment simultaneously and partially on the performance of employees