

Optimalisasi Kinerja Karyawan melalui Motivasi, Kepemimpinan dan Lingkungan Kerja (Studi PT.Askrindo Semarang)

HARYANSYAH

(Pembimbing : Dr Kusni Ingsih, MM)

Manajemen - S1, FEB, Universitas Dian Nuswantoro

www.dinus.ac.id

Email : 211201001992@mhs.dinus.ac.id

ABSTRAK

Penelitian ini bertujuan untuk mengetahui optimalisasi kinerja karyawan melalui motivasi, kepemimpinan dan lingkungan kerja pada PT.Askrindo Semarang. Dimana diajukan tiga variabel bebas dan satu variabel terikat, yaitu motivasi, kepemimpinan dan lingkungan kerja berperan sebagai variabel bebas dan kinerja karyawan berperan sebagai variabel terikat.

Penelitian ini dilakukan dengan metode survey terhadap karyawan PT.Askrindo Semarang dan dianalisis dengan regresi linear berganda. Tahap pertama menguji validitas dan reliabilitas pertanyaan setiap variabel. Tahap kedua, meregresi variabel motivasi, kepemimpinan dan lingkungan kerja terhadap kinerja karyawan. Hasil penelitian menunjukkan bahwa variabel motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, variabel kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, serta lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Motivasi, Kepemimpinan, Lingkungan kerja, kinerja karyawan.

**Optimizing the Employee Performance through Motivation,
Leadership and Work Environment (Study on PT.Askrindo
Semarang)**

HARYANSYAH

(Lecturer : Dr Kusni Ingsih, MM)

*Bachelor of Management - S1, Faculty of Economy &
Business, DINUS University*

www.dinus.ac.id

Email : 211201001992@mhs.dinus.ac.id

ABSTRACT

This reasearch aims to determine the optimization of employee performances through motivation, leadership and work environment in PT.Askrindo Semarang. This research proposed three independent variables and a dependent variable, that is motivation, leadership and work environment as the independent variables and employee performance as dependent variable.

This reaserch is conducted using a survey methodon employees of PT.Askrindo Semarang and analyzed by multiple linier regression. The first phase of testing is the validity and reliatbility questions for each variable. The second phase of variables regressed leadership, motivation, and work environment on employee performance.

The result shows that the motivation variable has a positive and significant influence on employee performance. Leadership variable has a positive and influence effect on employee performance , as well as working environment has a positive and significant influence on employee performance

Keyword : Motivation, leadership, work environment, employee performance