

Pengaruh Kepemimpinan, Motivasi Kerja, Kepuasan Kerja dan Lingkungan Kerja, terhadap Kinerja Karyawan PT Jasa Raharja Perwakilan Bojonegoro. Resa Whindy Exvina Sari, Miftahul Huda, Ahmad Fathur Rozi, 2024, Prodi Manajemen, Fakultas Ekonomi Universitas Darul 'Ulum Lamongan.

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan, motivasi kerja, kepuasan kerja dan lingkungan kerja terhadap kinerja karyawan pada PT Jasa Raharja Perwakilan Bojonegoro. Variabel independen yang diteliti yaitu; kepemimpinan, motivasi kerja, kepuasan kerja dan lingkungan kerja dengan variabel dependen yaitu kinerja karyawan. Untuk mengetahui seberapa besar pengaruh variabel independen terhadap variabel dependen maka digunakan analisis regresi berganda dengan metode analisis uji t dan uji F. Penelitian ini menggunakan sampel sebanyak 35 responden karyawan PT Jasa Raharja Perwakilan Bojonegoro. Penelitian ini dilakukan menggunakan explanation research melalui aplikasi spss versi 26.0. Seluruh variabel independen memiliki korelasi yang searah dengan variabel dependen (Kinerja Karyawan). Berdasarkan hasil penelitian kepemimpinan (X1) memiliki t hitung $1,743 < 2,042$ dan nilai signifikan $0,092 > 0,05$. Maka hipotesis ditolak. Hal ini menunjukkan kepemimpinan tidak berpengaruh terhadap kinerja karyawan. Motivasi kerja (X2) memiliki t hitung $3,032 > 2,042$ dan nilai signifikan $0,005 < 0,05$. Maka hipotesis diterima. Hal ini menunjukkan bahwa motivasi kerja berpengaruh terhadap kinerja karyawan. Kepuasan kerja (X3) memiliki t hitung $-1,531 < 2,042$ dan nilai signifikan $0,136 > 0,05$. Maka hipotesis ditolak. Hal ini menunjukkan bahwa kepuasan kerja tidak berpengaruh terhadap kinerja karyawan. Lingkungan kerja (X4) memiliki t hitung $-1,101 < 2,042$ dan nilai signifikan $0,280 > 0,05$. Maka hipotesis ditolak. Hal ini menunjukkan lingkungan kerja tidak berpengaruh terhadap kinerja karyawan. Dan uji F (X1,X2,X3,X4) terhadap (Y) dengan nilai F hitung sebesar 5,066. Nilai F table (3,315) dan nilai signifikan $0,003 > 0,05$. Dapat disimpulkan bahwa kepemimpinan, motivasi kerja, kepuasan kerja dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci : Kepemimpinan, Motivasi Kerja, Kepuasan Kerja dan lingkungan Kerja terhadap kinerja karyawan.

The Influence of Leadership, Work Motivation, Job Satisfaction and Work Environment, on the Performance of Employees of PT Jasa Raharja, Bojonegoro Representative. Resa Whindy Exvina Sari, Miftahul Huda, Ahmad Fathur Rozi, 2024, Management Study Program, Faculty of Economics, Darul 'Ulum Lamongan University.

ABSTRACT

This research aims to examine the influence of leadership, work motivation, job satisfaction and work environment on employee performance at PT Jasa Raharja Representative Bojonegoro. The independent variables studied are; leadership, work motivation, job satisfaction and work environment with the dependent variable namely employee performance. To find out how much influence the independent variable has on the dependent variable, multiple regression analysis was used with the t test and F test analysis methods. This research used a sample of 35 employee respondents from PT Jasa Raharja, Bojonegoro Representative. This research was conducted using explanation research through the SPSS version 26.0 application. All independent variables have a correlation in the same direction as the dependent variable (Employee Performance). Based on the results of leadership research (X1) it has a t count of $1.743 < 2.042$ and a significant value of $0.092 > 0.05$. So the hypothesis is rejected. This shows that leadership has no effect on employee performance. Work motivation (X2) has a t count of $3.032 > 2.042$ and a significant value of $0.005 < 0.05$. So the hypothesis is accepted. This shows that work motivation influences employee performance. Job satisfaction (X3) has a t count of $-1.531 < 2.042$ and a significant value of $0.136 > 0.05$. So the hypothesis is rejected. This shows that job satisfaction has no effect on employee performance. The work environment (X4) has a t count of $-1.101 < 2.042$ and a significant value of $0.280 > 0.05$. So the hypothesis is rejected. This shows that the work environment has no effect on employee performance. And the F test (X1,X2,X3,X4) against (Y) with a calculated F value of 5.066. The F table value is (3.315) and the significant value is $0.003 > 0.05$. It can be concluded that leadership, work motivation, job satisfaction and work environment have a significant effect on employee performance.

Keywords: Leadership, Work Motivation, Job Satisfaction and Work Environment on employee performance