

ABSTRAK

PENGARUH KEPEMIMPINAN, MOTIVASI, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN MELALUI KOMITMEN ORGANISASI

(Studi Pada PT Perdana Adhi Lestari)

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Penelitian ini bertujuan untuk mengetahui besarnya pengaruh kepemimpinan, motivasi, dan disiplin kerja terhadap kinerja karyawan melalui komitmen organisasi pada PT Perdana Adhi Lestari. Pendekatan penelitian ini adalah eksplanatori. Populasi dalam penelitian ini adalah karyawan PT Perdana Adhi Lestari. Teknik pengambilan sampel dalam penelitian ini yaitu *simple random sampling* dengan sampel 62 karyawan. Data tersebut diperoleh dari kuesioner menggunakan skala likert. Analisis data penelitian ini menggunakan analisis jalur. Berdasarkan hasil penelitian dan analisis data, kepemimpinan berpengaruh positif dan signifikan terhadap komitmen organisasi, motivasi berpengaruh positif dan signifikan terhadap komitmen organisasi, disiplin kerja berpengaruh terhadap komitmen organisasi, kepemimpinan terhadap kinerja karyawan melalui komitmen organisasi berpengaruh negatif dan signifikan, motivasi terhadap kinerja karyawan melalui komitmen organisasi berpengaruh positif dan signifikan, serta disiplin kerja terhadap kinerja karyawan melalui komitmen organisasi berpengaruh positif dan signifikan. Implikasi dari kesimpulan diatas adalah setiap karyawan PT Perdana Adhi Lestari harus meningkatkan komitmen organisasi. Hal ini menunjukkan bahwa pengaruh kepemimpinan, motivasi, disiplin kerja terhadap kinerja karyawan melalui komitmen organisasi dapat meningkatkan kinerja karyawan di PT Perdana Adhi Lestari.

**Kata Kunci : Kepemimpinan, Motivasi, Disiplin Kerja, Komitmen
Organisasi,
Kinerja Karyawan**

ABSTRACT

THE EFFECT OF LEADERSHIP, MOTIVATION, AND DISCIPLINE OF EMPLOYEE PERFORMANCE THROUGH ORGANIZATIONAL COMMITMENTS

(Study at PT Perdana Adhi Lestari)

By

Eliatun Muntaha

This research was aimed to find out the effect of leadership, motivation, and work discipline on employee performance through organizational commitment to PT Perdana Adhi Lestari. This approach of research was explanatory. The population in this study were employees of PT Perdana Adhi Lestari. The sampling technique in this study is simple random sampling with a sample of 62 employees. The data were obtained from questionnaire through skala likert. Analysis of this research data using path analysis. Based on the results of the research and data analysis, leadership has a positive and significant effect on organizational commitment, motivation has a positive and significant effect on organizational commitment, work discipline influences organizational commitment, leadership on employee performance through organizational commitment has a significant and negative effect, motivation on employee performance through commitment organization has a positive and significant effect, and work discipline on employee performance through organizational commitment has a positive and significant effect. The implication of the above conclusion is means that each employees in PT Perdana Adhi Lestari should increase organizational commitment. This suggest that the effect of leadership, motivation, work discipline on employee performance through organizational commitment can increase the employees performance at PT Perdana Adhi Lestari.

Keywords: Leadership, Motivation, Work Discipline, Organizational Commitment, Employee performance