

## **ABSTRAK**

Widya Nora, NPM: 71180312150, Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Disiplin Kerja Karyawan PT. Intan Hevea Industry Medan. Dibimbing Oleh Dr. Supriadi, S.E., M.M., M.Si. sebagai Pembimbing I, dan Julkarnain, S.Ag., S.E., M.M. sebagai pembimbing II.

Rumusan pada penelitian ini adalah bagaimana pengaruh gaya kepemimpinan dan motivasi kerja terhadap disiplin kerja karyawan PT. Intan Hevea Industry Medan. Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan dan motivasi kerja terhadap disiplin kerja karyawan PT. Intan Hevea Industry Medan.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui kuesioner. Sampel dalam penelitian ini sebanyak 67 orang karyawan. Variabel diukur dengan Skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t.

Hasil uji secara simultan menunjukkan bahwa gaya kepemimpinan dan motivasi kerja berpengaruh positif dan signifikan terhadap disiplin kerja karyawan PT. Intan Hevea Industry Medan. Secara parsial menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap disiplin kerja karyawan PT. Intan Hevea Industry Medan. Dan secara parsial motivasi kerja berpengaruh positif dan signifikan terhadap disiplin kerja karyawan PT. Intan Hevea Industry Medan.

Kata Kunci: Gaya Kepemimpinan, Motivasi Kerja, Disiplin Kerja.

## **ABSTRACT**

Widya Nora, NPM: 71180312150, The Effect of Leadership Style and Work Motivation on Work Discipline of Employees of PT. Intan Hevea Industry Medan. Supervised by Dr. Supriadi, S.E., M.M., M.Sc. as Advisor I, and Julkarnain, S.Ag., S.E., M.M. as mentor II.

The formulation of this research is how the influence of leadership style and work motivation on the work discipline of employees of PT. Intan Hevea Industry Medan. The purpose of this study was to determine and analyze the influence of leadership style and work motivation on the work discipline of employees of PT. Intan Hevea Industry Medan.

This research is quantitative descriptive. Data collection techniques were carried out through questionnaires. The sample in this study were 67 employees. Variables were measured by Likert Scale. Hypothesis testing using multiple linear regression analysis through the F test and t test.

Simultaneous test results show that leadership style and work motivation have a positive and significant effect on the work discipline of PT. Intan Hevea Industry Medan. Partially shows that the leadership style has a positive and significant effect on the work discipline of employees of PT. Intan Hevea Industry Medan. And partially work motivation has a positive and significant effect on the work discipline of employees of PT. Intan Hevea Industry Medan.

Keywords: Leadership Style, Work Motivation, Work Discipline.