

ABSTRAK

PUTRI AYU KESUMA, NPM : 771190312205, Pengaruh Job Description dan Gaya Kepemimpinan Terhadap Kinerja Pegawai Di PT. Satria Arya Gupta Medan. Dibimbing oleh Dr.Supriadi,SE.,M.M.,M.Si. sebagai Pembimbing I, serta Julkarnain,S.Ag.,S.E.,M.M. sebagai Pembimbing II, Skripsi-2023.

Rumusan masalah dalam penelitian ini adalah Bagaimana pengaruh job description terhadap kinerja pegawai. Bagaimana pengaruh Gaya Kepemimpinan terhadap kinerja pegawai. Bagaimana pengaruh Job Description dan Gaya Kepemimpinan terhadap kinerja pegawai. Tujuan penelitian ini adalah Untuk mengetahui pengaruh job description terhadap kinerja pegawai. Untuk mengetahui pengaruh Gaya Kepemimpinan terhadap kinerja pegawai. Untuk mengetahui pengaruh Job Description dan Gaya Kepemimpinan terhadap kinerja pegawai. Sampel dalam penelitian ini berjumlah 30 orang pegawai.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (questionnaire) dan studi dokumentasi. Variabel di ukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji T.

Hasil uji secara serempak menunjukkan pengaruh sangat nyata terhadap kinerja pegawai di PT. Satria Arya Gupta. Nilai Koefisien Determinasi sebesar 0,652 berarti kinerja pegawai di PT. Satria Arya Gupta dapat dijelaskan oleh *job description* dan gaya kepemimpinan sebesar 65,2 %. Secara parsial, *job description* berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai $t_{hitung} > t_{tabel}$ (6,051 > 1,701). Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai $t_{hitung} > t_{tabel}$ (6,102 > 1,701).

Kata kunci : Job Description, Gaya Kepemimpinan, Kinerja Pegawai

ABSTRACT

PUTRI AYU KESUMA, NPM : 771190312205, *The Influence of Job Descriptions and Leadership Styles on Employee Performance at PT. Satria Arya Gupta Medan.* Supervised by Dr. Supriadi, SE., M.M., M.Si. as Advisor I, as well as Julkarnain, S.Ag., S.E., M.M. as Supervisor II, Thesis-2023.

The formulation of the problem in this study is how job description influences employee performance. How does the influence of Leadership Style on employee performance. How does Job Description and Leadership Style affect employee performance. The purpose of this study is to determine the effect of job descriptions on employee performance. To determine the effect of Leadership Style on employee performance. To determine the effect of Job Description and Leadership Style on employee performance. The sample in this study amounted to 30 employees.

This research is quantitative descriptive. Data collection techniques were carried out through interviews, questionnaires and documentation studies. Variables are measured with a Likert scale. Hypothesis testing uses multiple linear regression analysis through the F test and T test.

The test result simultaneously show a very significant effect on the performance of employees at PT. Satria Arya Gupta. The value of the coefficient of determination of 0,652 means that the performance of employees at PT. Satria Arya Gupta can be explained by job description and leadership style of 65,2% . Partially, job description has a positive and significant effect on employee performance with a value $t_{count} > t_{table}$ (6,051 > 1,701). Leadership style has a positive and significant effect on employee performance with a value $t_{count} > t_{table}$ (6,102 > 1,701)

Keywords: *Job Description, Leadership Style, Employee Performance*