

ABSTRAK

INDRA YUDISTIRA. *Pengaruh Kepemimpinan, Motivasi, Kedisiplinan dan Lingkungan Kerja terhadap Kinerja Karyawan Kebun balap PT Perkebunan Nusantara IV* (dibimbing oleh **Prof. Dr. Ir. Mhd. Asaad, M. Si dan Dr. Rasidin Karo-Karo Sitepu, S.P.,M. Si.**)

Kebun Balap PT Perkebunan Nusantara IV merupakan perkebunan yang bergerak dalam agribisnis kelapa sawit, untuk meningkatkan produksi di Kebun Balap PT Perkebunan Nusantara IV tidak terlepas dari kinerja karyawan. selain luas lahan, kukltur tekhnis, faktor Sumber Daya Manusia sangat mempengaruhi hasil produksi kelapa sawit. Dalam penelitian ini faktor kinerja yang diteliti terdiri 4 variabel yaitu Kepemimpinan, Motivasi, Kedisiplinan, dan Lingkungan kerja terhadap kinerja karyawan.

Penelitian ini bertujuan untuk (1) Mengetahui keadaan dari kepemimpinan, motivasi, kedisiplinan, lingkungan kerja terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV. (2) Mengetahui konsep dari kepemimpinan, motivasi, kedisiplinan, lingkungan kerja terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV. (3) Mengetahui Pengaruh dari kepemimpinan, motivasi, kedisiplinan, lingkungan kerja terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV.

Pengumpulan data dilakukan di Kebun Balap PT Perkebunan Nusantara IV kabupaten mandailing natal. Populasi adalah seluruh karyawan kebun balap dengan jumlah 300 orang. Penarikan sampel dengan menggunakan teknik purposive sampling sehingga jumlah sampel sebanyak 85 orang. Data analisis menggunakan metode Skala likert dan metode SmartPLS.

Hasil penelitian menunjukkan bahwa (1) Keadaan kepemimpinan menyatakan sangat setuju 85%, setuju 13% dan kurang setuju 2%, motivasi menyatakan sangat setuju 83%, setuju 13% dan kurang setuju 4%, kedisiplinan menyatakan sangat setuju 88%, setuju 11% dan kurang setuju 1%, lingkungan kerja menyatakan sangat setuju 78%, setuju 10% dan kurang setuju 7%, tidak setuju 5% terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV. (2) Konsep kepemimpinan, motivasi, kedisiplinan, lingkungan kerja terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV yaitu Analisis deskriptif menunjukkan Nilai rata-rata pada variabel kepemimpinan sebesar 4,87; Motivasi dengan nilai 4,85; kedisiplinan dengan nilai 4,82, lingkungan dengan nilai 4.74 dan kinerja karyawan dengan nilai 4,91. (3) Pengaruh kepemimpinan, motivasi, kedisiplinan, lingkungan kerja terhadap kinerja karyawan di Kebun Balap PT Perkebunan Nusantara IV yaitu Variabel Kepemimpinan (X1) dan Variabel Lingkungan (X4) memiliki pengaruh yang signifikan terhadap Kinerja karyawan Kebun Balap PT Perkebunan Nusantara IV. Variabel Kepemimpinan (X1) memiliki nilai sebesar 43% dan variabel Lingkungan (X4) memiliki nilai sebesar 39%. Hipotesis diterima Ha.

Kata kunci Kepemimpinan, Motivasi, Kedisiplinan, Lingkungan Kerja

ABSTRACT

INDRA YUDISTIRA. *The Influence of Leadership, Motivation, Discipline and Work Environment on Employee Performance PT Perkebunan Nusantara IV Balap Estate* (supervised by **Prof. Dr. Ir. Mhd. Asaad, M.Si and Dr. Rasidin Karo-Karo Sitepu, S.P., M.Sc.**)

PT Perkebunan Nusantara IV Balap Estate is a plantation engaged in the oil palm agribusiness, to increase production at PT Perkebunan Nusantara IV Balap Estate is inseparable from the performance of employees. apart from land area, technical culture, human resource factors greatly affect palm oil production. In this study the performance factors studied consisted of 4 variables namely Leadership, Motivation, Discipline, and Work Environment on employee performance.

This study aims to (1) determine the condition of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate. (2) Knowing the concept of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate. (3) Knowing the effect of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate.

Report collection was carried out at PT Perkebunan Nusantara IV Balap Estate, Mandailing Natal District. The population is all employees of the Balap Estate with a total of 300 people. Withdrawal of samples using purposive sampling technique so that the total sample is 85 people. Data analysis used the Likert Scale method and the SmartPLS method.

The results showed that (1) the attitude of leadership stated strongly agreed 85%, agreed 13% and disagreed 2%, motivation stated strongly agreed 83%, agreed 13% and disagreed 4%, discipline stated strongly agreed 88%, agreed 11% and disagree 1%, the work environment states strongly agree 78%, agree 10% and disagree 7%, disagree 5% on the performance of employees at PT Perkebunan Nusantara IV Balap Estate. (2) The concept of leadership, motivation, discipline, work environment on employee performance at PT Perkebunan Nusantara IV Balap Estate, namely descriptive analysis shows an average value of the leadership variable of 4.87; Motivation with a value of 4.85; discipline with a value of 4.82, environment with a value of 4.74 and employee performance with a value of 4.91. (3) The Influence of Leadership, Motivation, Discipline, Work Environment on Employee Performance at PT Perkebunan Nusantara IV Balap Estate, namely Leadership Variables (X1) and Environmental Variables (X4) have a significant influence on employee performance at PT Perkebunan Nusantara IV Balap Estate. The Leadership variable (X1) has a value of 43% and the Environment variable (X4) has a value of 39%. The hypothesis is accepted H_a .

Keywords Leadership, Motivation, Discipline, Work Environment.