

## ABSTRAK

**Nama:ZulfiaZamzamara,NIM:71190312154,Dr.H.NurM.RidhaTarigan,SE, MM, Julkarnain, S.Ag, SE, MM, Judul : PENGARUH GAYAKEPEMIMPINANDANDISIPLINKERJATERHADAPKEPUASAN KERJAKARYAWANPADAHOTELGRANDINNAMEDAN**

Hotel Grand Inna Medan adalah salah satu perusahaan yang bergerak dibidangjasa perhotelan dan memiliki karyawan yang cukup banyak mulai dari karyawanyang berada dikantor maupun karyawan pada bagian yang lain seperti marketing,promosi dan bagian pendukung operasional perusahaan yanglain. Berdasarkan data yang sudah dikumpulkan oleh penulis, gayakepemimpinan pada Hotel

GrandInnaMedanmasihterdapatbeberapamasalahsalahsatunyapimpinanbelumdapa tmengoptimalkanpotensikaryawandanmenkomunikasikanperaturan-peraturan mendasar yang ada pada perusahaan kepadaparakaryawan,halinimenimbulkan kinerja tidak optimal dan sehingga kurang melakukan improvisasi daninovasi yang bertujuan untuk meningkatkan kualitas layananhotel.

PenelitianinibertujuanUntukmengetahuipengaruhgayakepemimpinanterhadapkepuasankerja

karyawandipadaHotelGrandInnaMedan.Untukmengetahuipengaruhdisiplinkerjaterhadapkepuasankerja karyawan padaHotel Grand Inna Medan. Untuk mengetahui pengaruh gaya kepemimpinan dandisiplinkerjaterhadapkepuasankerja karyawandipadaHotelGrandInnaMedan.

Metode penelitian ini menggunakan metode kuantitatif dengan alat pengumpulandataangketdansampelpenelitian39karyawandengananalisisdataanalisis statisticmenggunakan SPSS.

HasilPenelitianiniadalahTerdapatpengaruhpositifdansignifikanGayakepemimpinan terhadapkepuasankerjapadaHotelGrandInnaMedansebagaimana hasil uji t bahwa t hitung (4.613 >1.685). Terdapat pengaruh positifdan signifikan disiplin kerja terhadap kepuasan kerjapada Hotel Grand InnaMedan sebagaimana hasil uji t bahwa t hitung ((4.613 >1.685) >1.685). Terdapatpengaruh positif dan signifikanantara Gaya kepemimpinan dan disiplin kerjasecarasimultan terhadapkepuasan kerjaHotel GrandInnaMedan.

**KataKunci:GayaKepemimpinan,Disiplin KerjadanKepuasanKerja**

## ABSTRACT

Name: Zulfia Zamzamara, NIM: 71190312154, Dr.H.Nur M. Ridha Tarigan,SE,MM, Julkarnain, S.Ag, SE, MM, Title: THE INFLUENCE OF LEADERSHIP STYLE AND WORK DISCIPLINE ON EMPLOYEE JOB SATISFACTION AT THE GRAND INNA HOTEL MEDAN

Hotel Grand Inna Medan is a company that operates in the hospitality services sector and has quite a lot of employees, starting from employees in the office

and employees in other departments such as marketing, promotions and other operational support departments of the company. Based on the data collected by the author, the leadership style at the Grand Inna Hotel Medan still has several problems, one of which is that the leadership has not been able to optimize employee potential and communicate the basic regulations that exist in the company to employees, this causes performance to be not optimal and therefore less carry out improvisation and innovation aimed at improving the quality of hotel services.

This research aims to determine the influence of leadership style on employee job satisfaction at the Grand Inna Hotel Medan. To determine the effect of work discipline on employee job satisfaction at the Grand Inna Hotel Medan. To determine the influence of leadership style and work discipline on employee job satisfaction at the Grand Inna Hotel Medan.

This research method uses a quantitative method with questionnaire data collection tools and a research sample of 39 employees with statistical data analysis using SPSS.

The results of this research are that there is a positive and significant influence of leadership style on job satisfaction at the Grand Inna Hotel Medan as per the results of the t test that t is calculated ( $4,613 > 1,685$ ). There is a positive and significant influence of work discipline on job satisfaction at the Grand Inna Hotel Medan as indicated by the t test results that t calculated ( $(4,613 > 1,685) > 1,685$ ). There is a positive and significant influence between leadership style and work disciplines simultaneously on job satisfaction at the Grand Inna Hotel Medan.

Keywords: Leadership Style, Work Discipline and Job Satisfaction