ABSTRAK

ADE PRATAMA, NPM: 71220312046, Pengaruh Gaya Kepemimpinan dan Komunikasi Terhadap Kinerja Karyawan Pada Bagian Produksi PT Indodaya Cipta Karya Medan. Dibimbing oleh: Ibu Dr. Sri Gustina Pane., SE,M.Si selaku pembimbing I dan Ibu Neni Sri Wahyuni SE,MM selaku pembimbing II. Skripsi 2026

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan terhadap kinerja karyawan, pengaruh komunikasi terhadap kinerja karyawan, serta pengaruh gaya kepemimpinan dan komunikasi terhadap kinerja karyawan pada bagian produksi PT Indodaya Cipta Karya Medan, baik secara parsial maupun simultan.

Pendekatan yang digunakan adalah kuantitatif. Populasi penelitian adalah seluruh karyawan bagian produksi PT Indodaya Cipta Karya Medan yang berjumlah 44 orang, dan seluruhnya dijadikan sampel melalui teknik sampling jenuh. Pengumpulan data dilakukan melalui kuesioner, observasi, wawancara, dokumentasi, dan studi kepustakaan. Data diolah dengan bantuan program SPSS melalui uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda, serta pengujian hipotesis menggunakan uji t, uji F, dan koefisien determinasi.

Hasil penelitian menunjukkan bahwa secara parsial gaya kepemimpinan maupun komunikasi masing-masing berpengaruh positif dan signifikan terhadap kinerja karyawan, dan secara simultan kedua variabel tersebut juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Berdasarkan temuan tersebut, perusahaan disarankan untuk terus memperkuat kualitas kepemimpinan supervisor melalui pelatihan kepemimpinan dan penguatan kemampuan pengambilan keputusan, serta memperbaiki sistem komunikasi kerja agar instruksi dapat tersampaikan secara jelas dan konsisten, guna mendukung peningkatan kinerja karyawan secara berkelanjutan.

Kata kunci: Gaya Kepemimpinan, Komunikasi, Kinerja Karyawan

ABSTRACT

ADE PRATAMA, NPM: 71220312046, The Influence of Leadership Style and Communication on Employee Performance in the Production Department of PT Indodaya Cipta Karya Medan. Supervised by: Mrs. Dr. Sri Gustina Pane., S.E.,M.Si as the first supervisor and Neni Sri Wahyuni, S.E.,M.M as the second supervisor. Thesis 2026

This study aims to determine and analyze the effect of leadership style on employee performance, the effect of communication on employee performance, and the effect of leadership style and communication on employee performance in the production department of PT Indodaya Cipta Karya Medan, both partially and simultaneously.

This research employed an associative quantitative. The population consisted of all 44 employees of the production department of PT Indodaya Cipta Karya Medan, all of whom were taken as the sample using a saturated sampling technique. Data were collected through questionnaires, observation, interviews, documentation, and a literature review, and were processed using SPSS software through validity and reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis testing using the t-test, F-test, and coefficient of determination.

The results indicate that, partially, both leadership style and communication each have a positive and significant effect on employee performance, and simultaneously, the two variables also have a positive and significant effect on employee performance. Based on these findings, the company is advised to continue strengthening supervisors' leadership quality through leadership training and improved decision-making skills, and to enhance the work communication system so that instructions are conveyed clearly and consistently, in order to support the sustainable improvement of employee performance.

Keywords: Leadership Style, Communication, Employee Performance