ABSTRACT

Dhiyaul Auliya, NPM: 71220312125, The Influence of Leadership Style And Communication Style On Employee Work Performance At PT. Pelindo Jasa Maritim. Supervised by Syafrizal, S.E., M.M. as Supervisor I and Muhammad Prasetyo Wibowo, S.M., M.M as Supervisor II, Thesis-2026.

The purpose of this study was to determine and analyze the influence of leadership style and communication style on employee work performance at PT. Pelindo Jasa Maritim. This research was a quantitative descriptive study. Data collection techniques were conducted through interviews, questionnaires, and documentation studies. The sample in this study consisted of 81 employees. Variables were measured using a Likert scale. Hypothesis testing used multiple linear regression analysis through the F-test and t-test.
The results showed that, partially, leadership style and employee performance had a positive and significant effect on employee work performance at PT. Pelindo Jasa Maritim. Communication style had a positive and significant effect on employee work performance at PT. Pelindo Jasa Maritim. Simultaneously, leadership style and communication style had a positive and significant effect on employee work performance at PT. Pelindo Jasa Maritim. Communication style was the most dominant variable influencing employee work performance at PT. Pelindo Jasa Maritim Area Sumatera I.

Keywords: leadership style, communication style, employee work performance

ABSTRAK

Dhiyaul Auliya, NPM: 71220312125, Pengaruh Gaya Kepemimpinan Dan Gaya Komunikasi Terhadap Prestasi Kerja Pegawai PT. Pelindo Jasa Maritim. Dibimbing oleh Syafrizal, S.E., M.M sebagai Pembimbing I dan Muhammad Prasetyo Wibowo, S.M., M.M sebagai Pembimbing II, Skripsi-2026.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh gaya kepemimpinan dan gaya komunikasi terhadap prestasi kerja pegawai PT. Pelindo Jasa Maritim. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (*questionaire*) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 81 orang pegawai. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t.

Hasil penelitian menunjukkan bahwa secara parsial, gaya kepemimpinan prestasi kerja pegawai berpengaruh positif dan signifikan terhadap prestasi kerja pegawai di PT. Pelindo Jasa Maritim. Gaya komunikasi berpengaruh positif dan signifikan terhadap prestasi kerja pegawai di PT. Pelindo Jasa Maritim. Secara simultan, gaya kepemimpinan dan gaya komunikasi berpengaruh positif dan signifikan terhadap prestasi kerja pegawai di PT. Pelindo Jasa Maritim. Gaya komunikasi merupakan variabel yang paling dominan mempengaruhi prestasi kerja pegawai di PT. Pelindo Jasa Maritim di PT. Pelindo Jasa Maritim Area Sumatera I.

Kata kunci : gaya kepemimpinan, gaya komunikasi, prestasi kerja