

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran disiplin, gaya kepemimpinan transformasional, dan kinerja karyawan di PT Maju Global Motor Provinsi Jambi, serta untuk mengetahui pengaruh disiplin kerja dan gaya kepemimpinan transformasional terhadap kinerja karyawan di PT Maju Global Motor Provinsi Jambi baik secara parsial ataupun secara simultan. Metode analisis yang digunakan adalah metode analisis kuantitatif. Populasi dan sampel penelitian adalah seluruh karyawan di PT Maju Global Motor Provinsi Jambi yang berjumlah 45 responden dengan menggunakan teknik *Total Sampling*. Teknik pengumpulan data yang digunakan adalah observasi dan kuesioner. Sumber data adalah data primer dari hasil penyebaran kuesioner dan data sekunder dari PT Maju Global Motor Provinsi Jambi. Alat analisis data yang digunakan adalah Analisis Regresi Linier Berganda. Hasil penelitian menunjukkan disiplin kerja karyawan di PT. Maju Global Motor Provinsi Jambi secara keseluruhan dikategorikan tinggi, gaya kepemimpinan transformasional dikategorikan baik dan kinerja karyawan dikategorikan baik. Secara parsial disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Maju Global Motor Provinsi Jambi dan gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan PT Maju Global Motor Provinsi Jambi. Secara simultan disiplin kerja dan gaya kepemimpinan transformasional berpengaruh terhadap kinerja pegawai PT Maju Global Motor Provinsi Jambi.

Kata Kunci: Disiplin Kerja, Gaya Kepemimpinan Transformasional, Kinerja Karyawan

ABSTRACT

This study aims to determine the description of discipline, transformational leadership style, and employee performance at PT Maju Global Motor, Jambi Province, and to determine the effect of work discipline and transformational leadership style on employee performance at PT Maju Global Motor, Jambi Province, both partially and simultaneously. The analysis method used is the quantitative analysis method. The population and sample of the study were all employees at PT Maju Global Motor, Jambi Province, totaling 45 respondents using the Total Sampling technique. The data collection technique used was observation and questionnaires. The data source is primary data from the results of distributing questionnaires and secondary data from PT Maju Global Motor, Jambi Province. The data analysis tool used is Multiple Linear Regression Analysis. The results of the study show that employee work discipline at PT. Maju Global Motor, Jambi Province as a whole is categorized as high, transformational leadership style is categorized as good and employee performance is categorized as good. Partially, work discipline has a positive and significant effect on the performance of employees of PT Maju Global Motor, Jambi Province and transformational leadership style has a positive and significant effect on the performance of employees of PT Maju Global Motor, Jambi Province. Simultaneously, work discipline and transformational leadership style have an effect on employee performance at PT Maju Global Motor, Jambi Province.

Keywords: Work Discipline, Transformational Leadership Style, Employee Performance

