ABSTRAK

Tujuan dari penelitian ini adalah mengetahui pengaruh gaya kepemimpinan dan motivasi terhadap kinerja karyawan central park zoo dan resort pancur batu.Metodologi dalam penelitian ini yang menggunakan penelitian kuantitatif.Dimana sumber datanya menggunakan data primer dari penyebaran kuesioner kepada seluruh karyawan central park zoo dan resort yaitu 120 responden,sedangkan jumlah dari hasil sebanyak 93 responden karyawan central park zoo dan resort. Berdasarkan hasil dari penelitian dengan analisis data yaitu uji instrument,uji asumsi klasik,analisis linier berganda,uji t,uji f,dan koefisien determinasi.hasil analisis linear berganda variabel Gaya Kepemimpinan 0,033 satuan,variabel motivasi sebesar 0,826 satuan dan variabel kinerja karyawan sebesar 2,116.Sedangkan hasil uji hipotesis uji t dengan nilai t table 1,986 untuk pengaruh variabel gaya kepemimpinan nilai t hitung(2,131) > dari t tabel (1,986) dan sig(0,000) < alpha (0,05) dengan demikian Ho di tolak Ha diterima sedangkan variabel motivasi di peroleh nilai t hitung (57,133) > t tabel (1,986) dan sig (0,000) < alpha (0,05) dengan demikian Ho di tolak dan Ha di terima sehingga dapat disimpulkan gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan central park zoo dan resort,dan motivasi berpengaruh signifikan terhadap kinerja karyawan central park zoo dan resort .Berdasarkan analisis data di peroleh f hitung (18,558) > f tabel (3,10) dan sig (0,000) < alpha (0,05) maka Ho ditolak dan Ha diterima sehingga dapat disimpulkan bahwa gaya kepemimpinan dan motivasi berpengaruh terhadap kinerja karyawan central park zoo dan resort.Berdasarkan hasil penelitian tersebut di simpulkan bahwa gaya kepemimpinan dan motivasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan central park zoo dan resort pancur batu.

KATA KUNCI : Gaya Kepemimpinan,Motivasi,Kinerja Karyawan.

ABSTRACT

This study aims to determine the influence of leadership style and motivation on the performance of employees at Central Park Zoo and Resort Pancur Batu. The methodology employed in this study is quantitative research. The data source involves primary data collected through the distribution of questionnaires to all employees of Central Park Zoo and Resort, totaling 120 respondents, with 93 respondents providing usable data.Based on the research findings and data analysis including instrument testing, classical assumption testing, multiple linear regression analysis, t-test, F-test, and coefficient of determination, the results reveal that the multiple linear regression analysis indicates the leadership style variable influences 0.033 units, motivation variable has an influence of 0.826 units, and employee performance variable has an influence of 2.116 units.Furthermore, the hypothesis testing results using the t-test show that both leadership style and motivation significantly affect employee performance. The t-value for leadership style (2.131) and motivation (57.133) is greater than the critical t-value (1.986), with a significance level (sig) less than the alpha level (0.05), thus rejecting the null hypothesis (Ho) and accepting the alternative hypothesis (Ha) for both variables.Similarly, the F-test results indicate that both leadership style and motivation together significantly affect employee performance, with the calculated F-value (18.558) surpassing the critical F-value (3.10) at a significance level (sig) less than alpha (0.05), leading to the rejection of the null hypothesis (Ho) and acceptance of the alternative hypothesis (Ha).In conclusion, based on the research findings, it can be inferred that leadership style and motivation have a positive and significant impact on the performance of employees at Central Park Zoo and Resort Pancur Batu.

Keywords: Leadership Style, Motivation, Employee Performance.