

Lailatul Machmudah, 14312090, **Pengaruh Disiplin Kerja, Kepemimpinan, Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan di Bagian SDM dan Umum PT.Swabina Gatra Gresik**, Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Gresik, 17 Oktober 2018

### **ABSTRAK**

Tujuan penelitian ini untuk mengetahui pengaruh disiplin kerja, kepemimpinan, motivasi, dan lingkungan kerja terhadap kinerja karyawan di bagian sdm dan umum PT.Swabina Gatra Gresik. Menggunakan metode sampel *proportionate stratified random sampling* yang merupakan teknik pengambilan sampel bila suatu organisasi yang mempunyai karyawan dari latar belakang jabatan yang berstrata yang berjumlah sebanyak 62 orang karyawan. Teknik analisis data menggunakan regresi linier berganda. Hasil analisis regresi linier berganda membuktikan secara parsial kepemimpinan dan lingkungan kerja berpengaruh secara signifikan terhadap kinerja karyawan bagian SDM & Umum di PT.Swabina Gatra Gresik, sedangkan disiplin kerja dan motivasi tidak berpengaruh secara parsial terhadap kinerja karyawan bagian SDM & Umum di PT.Swabina Gatra Gresik.

Kata Kunci : Disiplin Kerja, Kepemimpinan, Motivasi, Lingkungan Kerja

Lailatul Machmudah, 14312090, *The Influence Of Work Discipline, Leadership, Motivation And Environment On The Performance Of Employees In The Human And General Resources Section At PT.Swabina Gatra Gresik, Management, Faculty Of Economics And Business, University Of Muhammadiyah Gresik, October 17 ,2018.*

#### **ABSTRACT**

*The purpose of this study is to determine the effect of work discipline, leadership, motivation and work environment on employee performance in the human and general resources section at PT.Swabina Gatra Gresik. Using the proportionate stratified random sampling method is a sampling technique if an organization has employees from a stratified position background consisting of 62 employees in the human and public resources division at PT.Swabina Gatra Gresik. Data analysis techniques use multiple linear regression. The results of multiple linear regression analysis prove partially that leadership and work environment have a significant effect on the performance of employees in the human and general resources section at PT.Swabina Gatra Gresik, while work discipline and motivation do not partially affect the performance of employees in the human and general resources section at PT.Swabina Gatra Gresik.*

*Keywords : Work Discipline, Leadership, Motivation, Work Environment*