

THE INFLUENCE OF LEADERSHIP STYLE, COMPENSATION, AND LOYALTY ON EMPLOYEE PERFORMANCE AT PT XYZ

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Abstract

This study aims to analyze the extent to which leadership style, compensation, and loyalty affect employee performance at PT XYZ. This study was structured using quantitative methods, while the main research information was collected through respondent responses to the questionnaires provided. The total population in this study was 60 employees, all of whom were designated as samples using the saturated sampling technique. The collected data were processed using the SEM-PLS method through SmartPLS. The results prove that leadership style has a positive and significant influence on employee performance. Similar findings were also obtained for the compensation and loyalty variables, both of which were proven to have a positive and significant effect on employee performance. R-Square shows 84.4%, this explains that the three variables in the research model have the ability to influence employee performance, in addition 15.6% comes from factors outside the research model.

Keywords: Leadership Style, Compensation, Loyalty, Employee Performance.

PENGARUH GAYA KEPEMIMPINAN, KOMPENSASI, DAN LOYALITAS TERHADAP KINERJA KARYAWAN PT XYZ

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Abstrak

Penelitian ini bertujuan menganalisis sejauh mana gaya kepemimpinan, kompensasi, dan loyalitas memengaruhi kinerja karyawan pada PT XYZ. Penelitian ini disusun dengan metode kuantitatif, sementara informasi utama penelitian dikumpulkan melalui tanggapan responden terhadap kuesioner yang diberikan. Jumlah populasi dalam penelitian ini sebanyak 60 orang karyawan, kemudian ditetapkan seluruhnya sebagai sampel melalui teknik sampling jenuh. Data yang terkumpul diolah menggunakan metode SEM-PLS melalui SmartPLS. Hasilnya membuktikan bahwa gaya kepemimpinan memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Temuan serupa juga diperoleh pada variabel kompensasi dan loyalitas, yang keduanya terbukti berpengaruh positif serta signifikan terhadap kinerja karyawan. R-Square menunjukkan 84,4%, hal ini menjelaskan mengenai ketiga variabel dalam model penelitian memiliki kemampuan memengaruhi kinerja karyawan, selain itu 15,6% berasal dari faktor luar model penelitian.

Kata Kunci: Gaya Kepemimpinan, Kompensasi, Loyalitas, Kinerja Karyawan.