

Pengaruh Gaya Kepemimpinan, Disiplin, Komunikasi Internal Dan Kompensasi Terhadap Kinerja Pada Karyawan Unit Aviation Security PT. Angkasa Pura II (Persero)

(Studi Kasus Di Bandar Udara Radin Inten II Lampung)

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, disiplin, komunikasi internal dan kompensasi terhadap kinerja pada karyawan. Jenis penelitian yang digunakan pada penelitian ini adalah penelitian kuantitatif. Obyek penelitian ini adalah Karyawan Unit Aviation Security PT. Angkasa Pura II (Persero) Di Bandar Udara Radin Inten II Lampung yang berlokasi di Natar, Kabupaten Lampung Selatan. Jumlah populasi sebanyak 77 responden. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Teknik analisis data menggunakan SPSS 22 meliputi uji persyaratan instrument uji persyaratan analisis, uji hipotesis. Berdasarkan hasil penelitian menunjukkan bahwa variabel gaya kepemimpinan berpengaruh dan signifikan terhadap kinerja karyawan, variabel disiplin berpengaruh dan signifikan terhadap kinerja karyawan, variabel komunikasi internal berpengaruh dan signifikan terhadap kinerja karyawan, dan variabel kompensasi berpengaruh dan signifikan terhadap kinerja karyawan. Sedangkan secara uji simultan gaya kepemimpinan, disiplin, komunikasi internal dan kompensasi berpengaruh dan signifikan terhadap kinerja karyawan.

Kata Kunci: Gaya Kepemimpinan, Disiplin, Komunikasi Internal, Kompensasi, Kinerja Karyawan

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ABSTRACT

This research aims to determine the effect of leadership style, discipline, internal communication and compensation on employee performance. This type of research used in this research is quantitative research. The object of this research is the employees of the Aviation Security Unit of PT. Angkasa Pura II (Persero) At Radin Inten II Airport, Lampung, located in Natar, South Lampung Regency. The total population is 77 respondents. Data collection techniques using observation, interviews and questionnaires. Data analysis techniques using SPSS 22 include the requirements test instrument requirements analysis, hypothesis testing. Based on the results of the study, it shows that the variable of leadership style has a significant effect on employee performance, the discipline variable has a significant and significant effect on employee performance, the internal communication variable has a significant and significant effect on employee performance, and the compensation variable has a significant and significant effect on employee performance. Meanwhile, the simultaneous test of leadership style, discipline, internal communication and compensation have a significant and significant effect on employee performance.

Keywords: Leadership Style, Discipline, Internal Communication, Compensation, Employee Performance