ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan dan iklim organisasi terhadap kinerja karyawan pada Bakso Boedjangan cabang Abdul Rahman Saleh Bandung. Jenis penelitian ini adalah deskrptif kuantitatif. Penelitian ini menggunakan non-probability sampling dengan metode purposive sampling. Kriteria sampel penelitian ini adalah karyawan yang sudah bekerja di Baso Boedjangan Abdul Rahman Saleh selama 6 bulan. Metode pengumpulan data yang digunakan adalah metode survei dengan menggunakan kuesioner. Hipotesis penelitian, data dianalisis dengan metode regresi linier berganda, uji signifikansi parameter individual (uji statistik t) dan uji signifikansi simultan (uji statistik f) yang akan dilanjutkan dengan analisis koefisien korelasi. Maka hasil penelitian yang diperoleh adalah hubungan antara kepemimpinan dan iklim organisasi terhadap kinerja. menunjukan bahwa nilai Adjusted R Square sebesar 0,429. Menunjukan pengaruh kepemimpinan dan iklim organisasi terhadap Kinerja Karyawan sebesar 42,9%. Sedangkan secara parsial, berdasarkan hasil pengujian yang ditunjukan oleh tabel 4.11 pengaruh Kepemimpinan (X1) terhadap Kinerja Karyawan (Y) adalah sebesar 0,612² x 100% = 37,45%, sedangkan pengaruh Iklim Organisasi (X2) terhadap Kinerja Karyawan (Y) adalah sebesar 0,555² x 100% = 30,80%. Jadi dapat disimpulkan berdakarn uji parsiel Kepemimpinan memiliki pengaruh paling besar terhadap Kinerja Karyawan yaitu sebesar 37,45% dibandingkan Iklim Organisasi yang hanya memiliki pengaruh sebesar 30,80% dan sisanya dipengaruhi oleh faktor lain.

Kata Kunci: Kepemimpinan, Iklim Organisasi dan Kinerja Karyawan.
ABSTRACT

This study aims to determine the effect of leadership and organizational climate on employee performance on a branch Boedjangan Meatballs Abdul Rahman Saleh Bandung. This type of research is quantitative descriptive. This study used a non-probability sampling with purposive sampling method. Criteria samples of this study are employees who have worked in Baso Boedjangan Abdul Rahman Saleh for 6 months. Data collection method used is survey method using a questionnaire. The research hypotheses, data were analyzed with multiple linear regression method, individual parameter significance test (t statistical test) and simultaneous significance test (the test statistic f) which will be followed by the analysis of correlation coefficients. The results obtained are the relationship between leadership and organizational climate on performance, shows that the value of Adjusted R Square of 0.429. Showing the influence of leadership and organizational climate on employee performance by 42.9%. While partially, based on the test results shown in the table 4:11 influence of Leadership (X1) the Employee Performance (Y) is equal $0.612^2 \times 100\% = 37.45\%$, while the influence of Organizational Climate (X2) the Employee Performance (Y) is by $0.555^2 \times 100\% = 30.80\%$. So it can be concluded partial test berdarkan Leadership has the most influence on employee performance that is equal to 37.45% compared Organizational Climate which only has the effect of 30.80% and the rest influenced by other factors.

Keywords: Leadership, Organizational Climate and Employee Performance.
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