

ABSTRAK

Kurniawan Kodja (2022) Pengaruh Kepemimpinan dan Disiplin Kerja Terhadap Kinerja Pegawai pada PT. PLN (Persero) Unit Pelaksanaan Pelayanan Pelanggan Ternate. Dibawah bimbingan pembimbing I Dr. Abdullah W. Jabid, SE., M.M dan pembimbing II Zulkifli, SE., M.Si . kurniawankodja17@gmail.com

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan dan disiplin kerja terhadap kinerja pegawai. Populasi dalam penelitian ini adalah 55 pegawai PT. PLN (Persero) UP3 Ternate. Dari hasil analisis regresi linier berganda, hasil uji hipotesis pengaruh variabel kepemimpinan terhadap variabel kinerja pegawai secara *parsial* atau individual, dapat disimpulkan bahwa variabel kepemimpinan berpengaruh signifikan terhadap kinerja pegawai dan disiplin kerja secara *parsial* berpengaruh signifikan terhadap kinerja pegawai pada PT. PLN (Persero) Unit Pelaksanaan Pelayanan Pelanggan Ternate.

Hasil uji secara *simultan* variabel pengaruh kepemimpinan dan disiplin kerja secara bersama-sama memiliki pengaruh signifikan terhadap variabel kinerja pegawai pada PT. PLN (Persero) Unit Pelaksanaan Pelayanan Pelanggan Ternate.

Kata Kunci: Kepemimpinan, Disiplin Kerja, dan Kinerja

ABSTRACT

Kurniawan Kodja (2022) *The Effect of Leadership and Work Discipline on Employee Performance at PT. PLN (Persero) Ternate Customer Service Implementation Unit. Under the guidance of supervisor I Dr. Abdullah W. Jabid, SE., M.M and advisor II Zulkifli, SE., M.Si . kurniawankodja17@gmail.com*

This study aims to determine the effect of leadership and work discipline on employee performance. The population in this study were 55 employees of PT. PLN (Persero) UP3 Ternate. From the results of multiple linear regression analysis, the results of hypothesis testing the influence of leadership variables on employee performance variables partially or individually, it can be concluded that leadership variables have a significant effect on employee performance and work discipline partially has a significant effect on employee performance at PT. PLN (Persero) Ternate Customer Service Implementation Unit.

The results of the simultaneous test of the variables of the influence of leadership and work discipline together have a significant influence on the variables of employee performance at PT. PLN (Persero) Ternate Customer Service Implementation Unit.

Keywords: Leadership, Work Discipline and Performance