

ABSTRAK

Penelitian ini dilakukan untuk mengetahui dan menganalisa secara empiris mengenai pengaruh kepemimpinan dan budaya organisasi terhadap kinerja karyawan baik secara simultan maupun parsial di Toserba Yogya Grand Subang.

Metode penelitian yang digunakan oleh penulis dalam penelitian ini adalah metode survei dengan pendekatan analisis deskriptif dan verifikatif. Populasi dalam penelitian ini adalah karyawan Toserba Yogya Grand Subang. Dimana semua anggota populasi dijadikan sampel pada peneliti ini sebanyak 62 responden.

Berdasarkan hasil analisa data dan pengujian hipotesis diperoleh kesimpulan bahwa kepemimpinan dan budaya organisas secara simultan memberikan pengaruh terhadap kinerja karyawan di Toserba Yogya Grand Subang sebesar 61,3%, sedangkan sisanya 38,7% dipengaruhi oleh faktor-faktor lainnya yang tidak di teliti. Sedangkan secara parsial budaya organisasi lebih berpengaruh terhadap kinerja karyawan sebesar 37,1% dibandingkan dengan variabel kepemimpinan hanya memiliki pengaruh sebesar 24,1%.

Kata Kunci : Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Karyawan

ABSTRACT

This research was conducted to determine and analyze empirically about the influence between organizational and cultural leadership toward the employees' performance both simultaneously and partially at the Yogya Grand Subang Department Store.

The research method used by the authors in this study was a survey method with descriptive and varied analysis approaches. The population in this study was the employees of Yogya Grand Subang Department Store. The number of samples in this study were 62 respondents.

Based on the results of data analysis and hypothesis testing, it was concluded that organizational and cultural leadership simultaneously had an influence on the performance of employees at Yogya Grand Subang Departement Store at 61,3%, while the remaining 38,7%, influenced by other factors not examined. While partially organizational culture has more influence on employee performance by 37.1% compared to the leadership variable only has an influence of 24.1%.

Keywords : Leadership and Organizational Culture on Employee Performance.