

ABSTRAK

Untuk mengetahui Pengaruh Gaya Kepemimpinan Delegatif, Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan. Variabel independen terdiri dari Gaya Kepemimpinan Delegatif, Motivasi Kerja, Lingkungan Kerja dan variabel dependen terdiri atas Kinerja Karyawan. Dilakukan kepada karyawan Unit Pengelola Penanaman Modal Pelayanan Terpadu Satu Pintu (UP PMPTSP) Walikota Jakarta Barat dengan jumlah 109 responden yang digunakan. Responden ditentukan menggunakan teknik sampel jenuh atau sensus. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan menggunakan skala *Likert* 4 poin untuk mengukur 24 indikator. Teknik analisis data menggunakan analisis regresi linear berganda. Hasil membuktikan bahwa gaya kepemimpinan delegatif, motivasi kerja dan lingkungan kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan, gaya kepemimpinan delegatif berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Gaya kepemimpinan delegatif, motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of delegative leadership style, work motivation, work Environment on employee performance. The independent variable consists of delegative leadership style, work motivation, work Environment. The dependent variable consists of employee performance. This research was conducted on employees of One Stop Service Investment Management Unit (UP PMPTSP) West Jakarta Mayor with a total of 109 respondents used. Research respondents were determined using saturated sample or census technique. Data was collected by distributing questionnaires using a 4-point Likert scale to measure 24 indicators. The data analysis technique used multiple linear regression analysis. The results of this study prove that delegative leadership style, work motivation and work environment together have a positive effect and significant to employee performance, the delegative leadership style has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance.

Keyword : Delegative Leadership style, Work motivation, Work Environment, Employee performance.