

ABSTRAK

Mama Nofiana Sinta Dewi. 2024. *Pengaruh Gaya Kepemimpinan Demokratis, Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan PT. Inbisco Niagatama Semesta*. Skripsi. Program Studi Manajemen, FEB, UNIVERSITAS PGRI MADIUN. Pembimbing (I) Dr. Karuniawati Hasanah S.E.,M.M. (II) Robby Sandhi Dessyarti S.E., M.M.

Abstrak; Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan demokratis, budaya organisasi dan komitmen organisasi terhadap kinerja karyawan PT. Inbisco Niagatama Semesta. Jenis penelitian yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Pada penelitian menggunakan teknis regresi linear berganda. Pengambilan sampel menggunakan teknik *Non Probability Sampling*. Sampel yang digunakan sebanyak 126 responden. Berdasarkan hasil pengujian secara statistik menunjukkan bahwa secara parsial gaya kepemimpinan demokratis berpengaruh positif dan signifikan terhadap kinerja karyawan, secara parsial budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Inbisco Niagatama Semesta.

Kata Kunci: Gaya Kepemimpinan Demokratis, Budaya Organisasi, Komitmen Organisasi Dan Kinerja Karyawan

ABSTRACT

Mama Nofiana Sinta Dewi. 2024. *The Influence of Democratic Leadership Style, Organizational Culture and Organizational Commitment on Employee Performance at PT. Inbisco Niagatama Semesta*. Thesis. Management Study Program, FEB, UNIVERSITAS PGRI MADIUN. Advisor (I) Dr. Karuniawati Hasanah S.E., M.M. (II) Robby Sandhi Dessyarti S.E., M.M.

Abstract; This study aims to determine the influence of democratic leadership style, organizational culture and organizational commitment on employee performance at PT. Inbisco Niagatama Semesta. The type of research used in this study is a quantitative approach. The study used multiple linear regression techniques. Sampling used the Non Probability Sampling technique. The sample used was 126 respondents. Based on the results of statistical testing, it shows that partially democratic leadership style has a positive and significant effect on employee performance, partially organizational culture has a positive and significant effect on employee performance and organizational commitment has a positive and significant effect on employee performance at PT. Inbisco Niagatama Semesta.

Keywords: Democratic Leadership Style, Organizational Culture, Organizational Commitment and Employee Performance