

ABSTRAK

Rizqi Adita Rifa'i. 2025. Pengaruh Gaya Kepemimpinan, Budaya Organisasi dan Disiplin Kerja Terhadap Kinerja Karyawan PT BPR Ekadharma Bhinaraharja Magetan. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Heny Sidanti S.E., M.M., Pembimbing (II) Dr. Apriyanti, S.E., M.M., CPSMM

Tujuan penelitian untuk bukti empiris tentang pengaruh Gaya Kepemimpinan, Budaya Organisasi dan Disiplin Kerja Terhadap Kinerja Karyawan PT BPR Ekadharma Bhinaraharja. Penelitian ini menggunakan metode penelitian kuantitatif. Populasi penelitian ini adalah karyawan PT BPR Ekadharma Bhinaraharja Kantor Pusat Magetan sebanyak 81 karyawan. Teknik pengumpulan data penelitian ini menggunakan teknik *Nonprobability* sampling dengan metode pengambilan sampel menggunakan *Purposive Sampling* dan di dapatkan sampel penelitian sebanyak 81 sampel. Metode analisis data penelitian ini menggunakan program SPSS 25. Analisis data yang dilakukan dengan menggunakan Uji Asumsi Klasik, Uji Regresi Linear Berganda, Uji F Dan Uji T. Hasil penelitian ini membuktikan bahwa Gaya kepemimpinan berpengaruh terhadap Kinerja Karyawan PT BPR Ekadharma Bhinaraharja. Budaya Organisasi berpengaruh terhadap Semangat Kerja Karyawan PT BPR Ekadharma Bhinaraharja. Disiplin Kerja berpengaruh terhadap Semangat Kerja Karyawan PT BPR Ekadharma Bhinaraharja. Gaya Kepemimpinan, Budaya Organisasi dan Disiplin Kerja Terhadap Kinerja Karyawan PT BPR Ekadharma Bhinaraharja.

Kata Kunci: Kinerja Karyawan, Gaya Kepemimpinan, Budaya Organisasi, Disiplin Kerja

ABSTRACT

Rizqi Adita Rifa'i. 2025. *The Influence of Leadership Style, Organizational Culture, and Work Discipline on Employee Performance at PT BPR Ekadharma Bhinaraharja Magetan*. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I): Dr. Heny Sidanti, S.E., M.M. Advisor (II): Dr. Apriyanti, S.E., M.M., CPSMM.

This study aims to provide empirical evidence regarding the influence of leadership style, organizational culture, and work discipline on employee performance at PT BPR Ekadharma Bhinaraharja. This research uses a quantitative research method. The population of this study consists of 81 employees of PT BPR Ekadharma Bhinaraharja Head Office in Magetan. The data collection technique uses non-probability sampling with a purposive sampling method, resulting in a total sample of 81 respondents. The data analysis method in this study uses SPSS version 25. The analysis includes Classical Assumption Tests, Multiple Linear Regression Analysis, F-test, and t-test.

The results of this study indicate that leadership style has a significant effect on employee performance at PT BPR Ekadharma Bhinaraharja. Organizational culture has a significant effect on employee performance. Work discipline also has a significant effect on employee performance. Simultaneously, leadership style, organizational culture, and work discipline have a significant effect on employee performance at PT BPR Ekadharma Bhinaraharja.

Keywords: Employee Performance, Leadership Style, Organizational Culture, Work Discipline