

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA KARYAWAN CV. FARM MULAWARMAN

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Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional dan lingkungan kerja non fisik terhadap kinerja karyawan CV. Farm Mulawarman. CV. Farm Mulawarman Merupakan Perusahaan Yang bergerak dibidang penjualan atau distributor ayam petelur, perusahaan ini memiliki Permasalahan Terkait kinerja karyawan diperusahaan. Penelitian Ini Bertujuan Untuk Mengetahui Pengaruh Gaya Kepemimpinan Transformasional Dan Lingkungan Kerja Non Fisik Terhadap Kinerja Karyawan CV. Farm Mulawarman. Jenis Penelitian Adalah Kuantitatif Dengan Metode Asosiatif. Pengumpulan Data Dilakukan Melalui Penyebaran Kuesioner Kepada Seluruh Karyawan CV. Farm Mulawarman Yang Berjumlah 35 Orang karyawan. Metode Analisis Data Menggunakan Regresi Linear Berganda (Uji T Dan Uji F). Pengolahan Data Dengan Perangkat Lunak SPSS Versi 21. Hasil Penelitian Ini Menemukan Bahwa Gaya Kepemimpinan Transformasional dan Lingkungan Kerja Non Fisik Berpengaruh Secara Simultan Dan Parsial Terhadap Kinerja Karyawan CV. Farm Mulawarman.

Kata Kunci : *Gaya Kepemimpinan Transformasional, Lingkungan Kerja Non Fisik Dan Kinerja*

ABSTRACT

THE INFLUENCES OF TRANSFORMATIONAL LEADERSHIP STYLE AND NON-PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT CV. FARM MULAWARMAN

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This study aimed to examine the influences of transformational leadership style and non-physical work environment on employee performance at CV. Farm Mulawarman. CV. Farm Mulawarman is a company engaged in the distribution and sale of laying hens and currently facing challenges related to employee performance. This study specifically focused to determine on how transformational leadership and the non-physical work environment contributed to improving employee performance within the company. A quantitative research design with an associative approach was used in this study. Meanwhile, the questionnaire data of 35 employees at CV. Farm Mulawarman were analyzed using multiple linear regression – including t-tests and F-tests, with the assistance of SPSS version 21. The findings indicated that both the transformational leadership style and the non-physical work environment simultaneously and partially influenced employee performance at CV. Farm Mulawarman.

Keywords: Transformational Leadership Style, Non-Physical Work Environment, Employee Performance.

