

**PENGARUH GAYA KEPEMIMPINAN OTOKRATIK DAN
DISIPLIN KERJA TERHADAP KINERJA KARYAWAN
BAGIAN OPERASIONAL PADA PT. SPIRIT BE BLESSING
COMMUNITY
NGORO - JOMBANG**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan Otokratik dan Disiplin Kerja terhadap Kinerja karyawan bagian operasional pada PT. Spirit Be Blessing Community Ngoro Jombang. Jumlah sampel yang ditetapkan sebanyak 32 responden dengan menggunakan metode *explanatory survey*. Analisis yang digunakan meliputi Uji Validitas, Uji Reliabilitas, Uji Regresi, Uji t, Koefisien Determinasi, Uji Normalitas dan Uji Multikolinieritas.

Hasil penelitian menunjukkan bahwa ada pengaruh gaya kepemimpinan otokratik dan disiplin kerja terhadap kinerja karyawan pada PT. Spirit Be Blessing Community. Semakin tinggi gaya kepemimpinan otokratik, maka semakin tinggi pula kinerja karyawan. Serta semakin tinggi tingkat disiplin kerja karyawan, maka semakin tinggi pula kinerja karyawan.

Kata kunci : Gaya Kepemimpinan Otokratik, Disiplin Kerja, Kinerja Karyawan.

**THE EFFECT OF AUTOCRATIC LEADERSHIP STYLE AND
WORK DISCIPLINE ON OPERATIONAL EMPLOYEES
PERFORMANCE AT PT. SPIRIT BE BLESSING COMMUNITY
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ABSTRACT

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This study aims to determine the effect of autocratic leadership style and work discipline on the performance of operational employees at PT. Spirit Be Blessing Community Ngoro Jombang. The number of samples set as many as 32 respondents using the explanatory survey method. The analysis used includes Validity Test, Reliability Test, Regression Test, t Test, Coefficient of Determination, Normality Test and Multicollinearity Test.

The results showed that there was an effect of autocratic leadership style and work discipline on employee performance at PT. Spirit Be Blessing Community. The higher the autocratic leadership style, the higher the employee performance. And the higher the level of employee discipline, the higher the employee's performance.

Keywords: Autocratic Leadership Style, Work Discipline, Employee Performance