

**ANALISIS PENGARUH GAYA KEPEMIMPINAN DEMOKRATIS,  
REKRUTMEN DAN SELEKSI TERHADAP KINERJA KARYAWAN  
PADA CV. SURYA KENCANA FOOD BAGIAN PRODUKSI**

**ABSTRAK**

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Tujuan penelitian ini adalah untuk mengetahui pengaruh gaya kepemimpinan demokratis terhadap kinerja karyawan CV. Surya Kencana Food, dan untuk mengetahui pengaruh rekrutmen terhadap kinerja karyawan CV. Surya Kencana Food, serta untuk mengetahui pengaruh seleksi terhadap kinerja karyawan CV. Surya Kencana Food.

Metode penelitian deskriptif kuantitatif. Metode statistik inferensial dengan bantuan system komputerisasi (Program Komputer SPSS Versi 15) dengan menggunakan metode analisis regresi linier berganda dan uji t.

Berdasarkan hasil analisis inferensial menunjukkan bahwa ada pengaruh yang positif dan signifikan antara gaya kepemimpinan demokratis, rekrutmen dan seleksi terhadap kinerja karyawan. Dengan demikian hipotesis terbukti

**Kata Kunci: Gaya Kepemimpinan Demokratis, Rekrutmen, Seleksi, Kinerja Karyawan.**

**ANALYSIS OF THE INFLUENCE OF DEMOCRATIC LEADERSHIP  
STYLES, RECRUITMENT AND SELECTION TOWARD THE  
EMPLOYEE PERFORMANCE AT CV. SURYA KENCANA FOOD  
PARTS PODUCTION**

**ABSTRACT**

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The purpose of this study were to determine the effect of democratic leadership styles on the performance of employees at CV. Surya Kencana Food, and to determine the effect of recruitment on the performance of employees at CV. Surya Kencana Food, and to determine the effect of selection on the performance of employees at CV. Surya Kencana Food.

Research methods is descriptive quantitative. Statistical of methods is inferensial with a computerized system (computer program SPSS version 15) using multiple regression analysis and t test.

Based on the analysis inferensial show that a positive and significant of democratic leadership styles, recruitment and selection toward the employee performance. So the hypothesis is proven

**Keywords: democratic leadership styles, recruitment, selection, employee performance.**