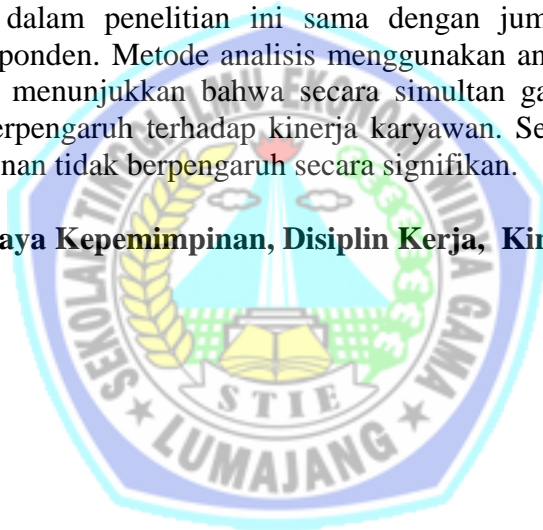


## ABSTRAK

Manajemen sumber daya manusia (*human resources management*) adalah rangkaian aktivitas organisasi yang di untuk menarik, mengembangkan dan mempertahankan tenaga kerja yang efektif. Menciptakan sumber daya manusia yang handal sehingga mampu memenuhi dan mencapai tujuan perusahaan dalam bersaing. Cara untuk meningkatkan kualitas kinerja karyawan adalah melakukan serangkaian perbaikan serta mengevaluasi kinerja karyawan dengan melakukan pelatihan – pelatihan pada karyawan berbakat sehingga perusahaan dapat tumbuh dan unggul dalam persaingan usaha. Kinerja yang berkualitas didapat ketika unit-unit kegiatan dan dari kepemimpinan terlaksana dengan efektif dan efisien. Tujuan penelitian ini yaitu untuk menganalisis pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja karyawan perusahaan kayu sengon di Desa Sumberjati Kecamatan Tempeh Kabupaten Lumajang. Jenis penelitian ini yaitu kuantitatif. Populasi dalam penelitian ini yaitu sebanyak 35 responden. Untuk jumlah sampel dalam penelitian ini sama dengan jumlah populasinya yaitu sebanyak 35 responden. Metode analisis menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa secara simultan gaya kepemimpinan dan disiplin kerja berpengaruh terhadap kinerja karyawan. Sedangkan secara parsial gaya kepemimpinan tidak berpengaruh secara signifikan.

**Kata Kunci : Gaya Kepemimpinan, Disiplin Kerja, Kinerja Karyawan**



## **ABSTRACT**

*Human resources management is a series of organizational activities aimed at attracting, developing and maintaining an effective workforce. Creating reliable human resources so as to meet and achieve the company's goals in competing. The way to improve the quality of employee performance is to make a series of improvements and evaluate employee performance by conducting training on talented employees so that the company can grow and excel in business competition. Quality performance is obtained when the activity units and leadership are carried out effectively and efficiently. The purpose of this study is to analyze the influence of leadership style and work discipline on the performance of Sengon wood company employees in Sumberjati Village, Tempeh District, Lumajang Regency. This type of research is quantitative. The population in this study were 35 respondents. For the number of samples in this study the same as the total population of 35 respondents. The method of analysis uses multiple regression analysis. The results showed that leadership style and work discipline simultaneously affect employee performance. While partially the leadership style does not significantly influence. For the number of samples in this study the same as the total population of 35 respondents. The method of analysis uses multiple regression analysis. The results showed that leadership style and work discipline simultaneously affect employee performance. While partially the leadership style does not significantly influence. For the number of samples in this study the same as the total population of 35 respondents. The method of analysis uses multiple regression analysis. The results showed that leadership style and work discipline simultaneously affect employee performance. While partially the leadership style does not significantly influence.*

**Keywords: Leadership Style, Work Discipline, Employee Performance**