

**PENGARUH KOMPENSASI, GAYA KEPEMIMPINAN DAN
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN
(PRAMUSAJI) PADA CV. SUMBER DAYA ABADI**

RINGKASAN

Kinerja karyawan di CV. Sumber Daya Abadi mengalami penurunan dan tidak mampu mencapai target padahal apabila dilihat dari hasil prasurvey atas penilaian karyawan terhadap faktor Kompensasi, Gaya Kepemimpinan dan Lingkungan Kerja telah baik yang seharusnya mampu mendukung peningkatan kinerja karyawan, inilah yang menimbulkan *research gap* pada penelitian ini. Penelitian bertujuan untuk mengetahui Gambaran Kompensasi, Gaya Kepemimpinan, Lingkungan Kerja dan Kinerja Karyawan (Pramusaji) pada CV. Sumber Daya Abadi, mengetahui Pengaruh Kompensasi terhadap Kinerja Karyawan, Pengaruh Gaya Kepemimpinan terhadap Kinerja Karyawan dan Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan. Metode penelitian yang dilakukan yaitu deskriptif verifikatif dengan teknik pengumpulan data melalui penyebaran kuesioner pada karyawan CV. Sumber Daya Abadi. Hasil penelitian menunjukkan kompensasi berpengaruh terhadap kinerja, Gaya Kepemimpinan berpengaruh terhadap kinerja dan lingkungan kerja berpengaruh terhadap kinerja karyawan (Pramusaji) pada CV. Sumber Daya Abadi.

Kata kunci : kompensasi, gaya kepemimpinan, lingkungan kerja, kinerja

**COMPENSATION, LEADERSHIP STYLE AND WORK ENVIRONMENT ON
THE PERFORMANCE OF EMPLOYEES (WAITRESS)
AT CV. SUMBER DAYA ABADI**

SUMMARY

Employee performance at CV. Sumber Daya Abadi have decreased and are not able to achieve the target even though when viewed from the results of the pre-survey of employee assessments of the Compensation, Leadership Style and Work Environment factors that have been good which should be able to support improving employee performance, this is what creates a research gap in this study. This study aims to determine the description of compensation, leadership style, work environment and employee performance (waitresses) on CV. Sumber Daya Abadi, knowing the effect of compensation on employee performance, the influence of leadership style on employee performance and the influence of the work environment on employee performance. The research method used is descriptive verification with data collection techniques through distributing questionnaires to employees of CV. Sumber Daya Abadi. The results showed that compensation had an effect on performance, leadership style had an effect on performance and the work environment had an effect on employee performance (waitresses) on CV. Sumber Daya Abadi.

Keywords: compensation, leadership style, work environment, performance