

**ANALISIS GAYA KEPEMIMPINAN DAN KEPUASAN KERJA
KARYAWAN (STUDI KASUS DI PT GIANT SUMARINDO, GAMBIR,
JAKARTA)**

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Abstrak

Penelitian ini bertujuan untuk menganalisis gaya kepemimpinan dan kepuasan kerja karyawan di PT Giant Sumarindo, Gambir, Jakarta. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik sampling jenuh sejumlah 23 responden. Data yang digunakan dalam penelitian ini adalah data primer yang dikumpulkan melalui penyebaran kuesioner. Metode analisis data yang digunakan dalam penelitian ini meliputi uji validitas, uji reliabilitas yang didasarkan pada nilai Cronbach's Alpha, dan uji mean arimatik. Hasil penelitian ini menunjukkan bahwa keseluruhan instrumen yang digunakan dinyatakan valid dan reliable. Hasil analisis gaya kepemimpinan menunjukkan bahwa indikator demokratis memperoleh nilai rata-rata tertinggi sebesar 3,217 dan indikator afiliatif (menggabungkan) memperoleh nilai rata-rata terendah 2,826. Artinya pemimpin PT Giant Sumarindo kurang mampu dalam menyatukan dan bersifat adil pada karyawan. Dari hasil analisis variabel kepuasan kerja menunjukkan bahwa indikator kondisi kerja memperoleh nilai rata-rata tertinggi sebesar 3,196 sedangkan indikator hubungan kerja antar karyawan memiliki nilai rata-rata terendah sebesar 2,935. Artinya belum tercipta dengan baik hubungan informal dengan rekan kerja dan kerjasama antar karyawan PT Giant Sumarindo.

Kata Kunci: *Demokratis Leadership, Gaya Kepemimpinan, Kepuasan Kerja, Karyawan*



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**LEADERSHIP STYLE ANALYSIS AND EMPLOYEE SATISFACTION
(CASE STUDY AT PT GIANT SUMARINDO, GAMBIR, JAKARTA)**

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Abstract

This study aims to analyze the leadership style and job satisfaction of employees at PT Giant Sumarindo, Gambir, Jakarta. The sampling technique used in this study used a saturated sampling technique of 23 respondents. The data used in this study is primary data collected through the distribution of questionnaires. The data analysis methods used in this study include validity tests, reliability tests based on Cronbach's Alpha values, and arithmetic mean tests. The results of this study indicate that all of the instruments used are valid and reliable. The results of the leadership style analysis show that the democratic indicator gets the highest average score of 3.217 and the affiliative indicator (combines) gets the lowest average score of 2.826. This means that the leaders of PT Giant Sumarindo are less able to unite and are fair to employees. From the results of the analysis of job satisfaction variables, it shows that the indicators of working conditions have the highest average value of 3.196 while the indicators of working relationships between employees have the lowest average value of 2.935. This means that informal relationships with co-workers and cooperation between PT Giant Sumarindo employees have not been created properly.

Keywords: *Democratic Leadership, Leadership Style, Job Satisfaction, Employees*