

**PENGARUH KEPEMIMPINAN, *SELF EFFICACY* DAN
PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP
KINERJA PT. XYZ**

ABSTRAK

Abstract: *This study aims to analyze the influence of leadership style, self-efficacy and perceived organizational support on the performance of PT. XYZ. This study uses multiple linear regression analysis. The population used is the factory employees of PT. XYZ, with a sample size of sixty people. The results showed that leadership style did not affect employee performance while self-efficacy and perceived organizational support had a significant effect on employee performance. The results of the study, if analyzed simultaneously, between leadership style, self efficacy and perceived organizational support, show a significant effect on employee performance.*

Keywords: *leadership style, employee performance, perceived organizational support, self efficacy*

Abstrak : *Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan, self efficacy dan perceived organizational support terhadap kinerja karyawan PT. XYZ. Penelitian ini menggunakan analisis regresi linear berganda. Populasi yang digunakan adalah karyawan pabrik PT. XYZ, dengan jumlah sampel sebanyak enam puluh orang. Hasil penelitian menunjukkan bahwa gaya kepemimpinan tidak mempengaruhi kinerja karyawan sedangkan self efficacy dan perceived organizational support memberikan pengaruh yang signifikan terhadap kinerja karyawan. Hasil penelitian jika dianalisa secara bersamaan antara gaya kepemimpinan, self efficacy dan perceived organizational support menunjukkan pengaruh yang signifikan terhadap kinerja karyawan.*

Kata kunci : *gaya kepemimpinan, kinerja karyawan, perceived organizational support, self efficacy*