

## ABSTRAK

Penelitian ini memiliki tujuan guna menganalisis pengaruh gaya kepemimpinan, budaya organisasi, dan kompensasi terhadap kinerja karyawan pada PT. United Motors Centre Surabaya. Metode yang digunakan ialah pendekatan kuantitatif. Sampel penelitian sebanyak 67 responden yang diambil memakai *probability sampling* yaitu *random sampling*. Perolehan data melalui kuesioner dengan memakai skala likert sebagai alat pengukuran. Pengerjaan analisis data dilakukan dengan menggunakan *software* SPSS 26, mulai dari uji validitas, uji reliabilitas, kemudian dilanjutkan uji asumsi klasik, juga analisis regresi linier berganda, serta sampai uji hipotesis. Sesuai hasil penelitian menyatakan budaya organisasi juga kompensasi memiliki pengaruh secara langsung terhadap kinerja karyawan, sementara itu gaya kepemimpinan tidak memiliki pengaruh secara langsung terhadap kinerja karyawan.

**Kata Kunci** : Gaya Kepemimpinan, Budaya Organisasi, Kompensasi, Kinerja Karyawan

## ABSTRACT

*The purposes of this study is to find out the leader ship style, organizational culture, and compensation on employee performance of PT. United Motors Centre Surabaya. The method used is a quantitative approach. The research sample was 67 respondent who were taken using probability sampling, random sampling. Obtaining data through a questionnaire with using a Likert scale as a measurement tool. The work on analysis is carried by using SPSS 26, starting form the validity test, reliability test, then continued classical assumption test, also multiple linier regression analysis, to hypothesis testing. According to the research results, it is stated that organizational culture and compensation have a direct effect on employee performance, while leadership style does not directly affect employee performance.*

**Keywords** : Leadership Style, Organizational Culture, Compensation, Employee Performance