

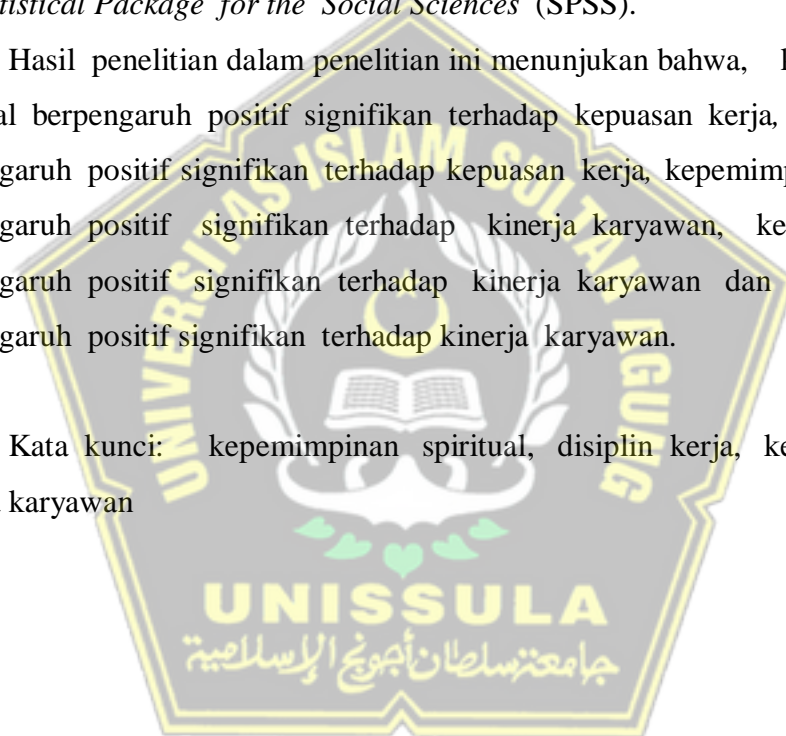
ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan spiritual dan disiplin kerja terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening

Populasi dalam penelitian ini adalah karyawan PT Rizqi Trans Bersama. Jumlah sampel dalam penelitian ini sebanyak 85 responden. Penentuan sampel menggunakan metode *purposive sampling*. Teknik analisis data menggunakan *Statistical Package for the Social Sciences (SPSS)*.

Hasil penelitian dalam penelitian ini menunjukkan bahwa, kepemimpinan spiritual berpengaruh positif signifikan terhadap kepuasan kerja, disiplin kerja berpengaruh positif signifikan terhadap kepuasan kerja, kepemimpinan spiritual berpengaruh positif signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif signifikan terhadap kinerja karyawan dan disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: kepemimpinan spiritual, disiplin kerja, kepuasan kerja, kinerja karyawan



ABSTRACT

This study aims to examine the effect of spiritual leadership and work discipline on employee performance through job satisfaction as an intervening variable.

The population in this study were employees of PT Rizqi Trans Bersama. The number of samples in this study were 85 respondents. Determination of the sample using purposive sampling method. The data analysis technique used the Statistical Package for the Social Sciences (SPSS).

The results of the study in this study indicate that spiritual leadership has a significant positive effect on job satisfaction, work discipline has a significant positive effect on job satisfaction, spiritual leadership has a significant positive effect on employee performance, job satisfaction has a significant positive effect on employee performance, and work discipline has a significant positive effect on employee performance.

Keywords: spiritual leadership, work discipline, job satisfaction, employee performance

