



## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh variabel kepemimpinan, perencanaan strategis, fokus karyawan, informasi dan analisis, manajemen SDM, dan manajemen proses secara parsial terhadap kinerja karyawan.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Metode survei dilakukan dengan penyebaran kuesioner secara daring. Sampel penelitian sebanyak 90 karyawan yang ditentukan menggunakan metode convenience sampling. Instrumen riset diuji validitasnya menggunakan analisis faktor konfirmatori, dan reliabilitasnya menggunakan uji cronbach's alpha. Teknik pengumpulan data menggunakan kuesioner yang disebarakan secara daring. Teknik analisis data dalam riset ini menggunakan regresi berganda.

Hasil penelitian menunjukkan bahwa variabel kepemimpinan, perencanaan strategis, fokus karyawan, informasi dan analisis, manajemen SDM, dan manajemen proses secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel independen yang paling dominan berpengaruh terhadap kinerja karyawan adalah kepemimpinan.

**Kata kunci:** Manajemen mutu total, kepemimpinan, perencanaan strategis, fokus karyawan, informasi dan analisis, manajemen SDM, manajemen proses, dan kinerja karyawan.



## ABSTRACT

This study aims to examine the effect variable of leadership, strategic planning, employee focus, information and analysis, human resources management, and process management partially on employee performance.

This study uses a quantitative approach with a survey method. The survey method was carried out by distributing online questionnaires. The research sample was 90 employees who were determined using the convenience sampling method. The research instrument was tested for validity using confirmatory factor analysis, and reliability using Cronbach's alpha test. The data collection technique used a questionnaire distributed online. The data analysis technique in this research using multiple regression.

The results showed that the variable of leadership, strategic planning, employee focus, information and analysis, human resources management, and process management partially had a positive and significant effect on employee performance. The most dominant independent variable influencing employee performance is leadership.

**Keywords:** Total quality management, leadership, strategic planning, employee focus, information and analysis, human resources management, process management, and employee performance.