

ABSTRACT

(GUSTI RENDI / 1900861201161 / 2024 / THE INFLUENCE OF LEADERSHIP STYLE AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. MASSDUNG PUTRA MULIA JAMBI CITY/ LECTURER I DR. OSRITA HAPSARA, SE, MM. / LECTURER II UBAIDILLAH, SE, MM.)

Leadership style and work discipline play a very important role in employee performance. Therefore, the aim of this research is to describe leadership style, work discipline and employee performance at PT. Massdung Putra Mulia Jambi City, as well as analyzing the influence of leadership style and work discipline on employee performance at PT. Massdung Putra Mulia Jambi City simultaneously and partially.

The research method in this research is descriptive and quantitative. Distribution of questionnaires with the number of samples in this study being all employees of PT. Massdung Putra Mulia Jambi City in 2022 is 30 people, so the formula used to find samples is according to Sarwono (2012:24) so that the sample involved in this research is all employees of PT. Massdung Putra Mulia Jambi City. The research consisted of 30 respondents. Data analysis uses SPSS Ver 22 and uses a multiple linear regression model with the calculation results $Y = a + b_1.X_1 + b_2.X_2 + e$.

Multiple linear regression model with results $Y = 0.489 + 0.309X_1 + 0.412X_2 + e$. The Leadership Style regression coefficient (X_1) is 0.309 and the Work Discipline regression coefficient (X_2) is 0.412.

Coefficient of determination = R square (R^2) of 0.518. This figure states that the variables Leadership Style (X_1) and Work Discipline (X_2) are able to explain the Employee Performance variable (Y) by 51.8% and the remaining 48.2% is explained by other factors. .

Leadership Style (X_1) and Work Discipline (X_2) simultaneously have a significant effect on the Employee Performance variable (Y). Leadership Style (X_1) and Work Discipline (X_2) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Leadership Style, Work Discipline, Performance