

ABSTRACT

Along with the times of each company is required to improve the quality of human resources, in order to excel in competition. Companies should be able to keep one of them by improving the performance of employees. Many things can affect the performance of employees, one of which is the leadership style. This study aims to determine how the leadership style in BJB KCP Summersari environment and how environmental performance of employees at Bank BJB KCP Summersari, and how much influence leadership style partially or simultaneously on the performance of employees at Bank BJB KCP Summersari. This research is descriptive. Data analysis technique used is descriptive analysis and multiple linear regression analysis and data processing is done with the help of SPSS version 16.0.

Based on the results of the descriptive analysis of the respondents found the leadership style of consultation and participation of leadership style resulted in the average value of the highest score of 84.37%, which is included in the category of very high, and descriptive analysis on employee performance with a score of 81.92% belonging to in the category of "very high". T test results obtained on each variable of leadership style is not partial effect on employee performance BJB KCP Summersari, as well as on the F test to determine the effect simultaneously obtained leadership style has no effect on the performance of employees simultaneously. And the coefficient of determination (R²) obtained leadership style can only explain the performance of employees in the amount of 30.7%, and the remaining 69.3% is explained by other variabel not examined in this study. So we can conclude consulting style of leadership and leadership styles participation into leadership styles that can be received by an employee BJB Summersari KCP, as well as employee performance BJB KCP Summersari accordance with employee performance on environmental conditions BJB KCP Summersari. And leadership style has no effect partially or simultaneously on the performance of employees, based on the phenomenon that occurs in BJB KCP Summersari.

Keywords : *Leadership Style, Employee Performance, Bank Bjb KCP Summersari*