

ABSTRACT

The success and performance of the company can be seen from the performance that has been achieved by its employees. Therefore, the company is speeding up for its employees to be able to display the optimal performance because, the poor performance of the employees will affect the whole performance and achievement of the company.

The problem of performance is a problem that will always be pursued by company management. Therefore, factors that may affect the performance of these employees will make the company's management can take the various policies needed, so as to improve. The problem of performance is a problem that will always be pursued by company management.

Therefore need to know which factors. Factors that may affect the performance of these employees will make the company's management can take the various policies needed, so as to improve employee performance to fit with company expectations. Employee performance to fit with company expectations. The most important thing to do by the company, is how employees can enjoy the work so that employees can do the job without any pressure. However, this study to see the influence of Leadership Style and Motivation Together contained Employee Performance at Ngorea Bistro.

This research method using quantitative approach. The sample used was 30 employees at Ngorea Bistro, using a saturated sampling technique. Data collection of this study using questionnaires. Analysis of this research data is multiple regression analysis.

The results showed Leadership Style and Motivation significantly partially and simultaneously on employee performance at Ngorea Bistro. Leadership style gives an influence of 44.8% on performance, while motivation gives effect of 42.8% on performance. The amount of leadership style and motivation simultaneously equal to 87.6% on employee performance in Ngorea Bistro, while the remaining 12.4% is caused by other factors not observed in this study.

Looking at the results of research, leadership style and motivation give a positive influence on employee performance at Ngorea Bistro. It is suggested that the company provide special training for the leadership, so that the leadership style and better motivation can be applied in leading the company so that employee performance, goals and targets on the company can be achieved.

Keywords: Leadership Style, Motivation, Employee Performance