

ABSTRACT

Human resources are an important role that is influential in a company, this includes leaders who can lead their employees well. Competent leaders can increase employee motivation and can improve good performance in achieving company targets.

This research was conducted at Telkom University Bandung using two variables. Leadership competence as an independent variable and employee TPA (Academic Supporting Staff) performance as the dependent variable. The purpose of this research is to find out how the influence of superior leadership competence on the performance of TPA employees in Telkom University Bandung.

The method used in this research is to use quantitative methods using 200 respondents as research samples with the sampling technique used is probability sampling which includes stratified proportionate random sampling. The questionnaire used in this study amounted to 23 statements using a 5 Likert scale measurement. The type of investigation analysis used is causal. Analysis of the data used in this study is descriptive analysis, simple linear regression, coefficient of determination, and hypothesis testing (t test).

This study found that leadership competence had a significant positive effect on the performance of Telkom University Bandung TPA employees. Obtaining these results can be proven that H1 was accepted. Testing the coefficient of determination shows that leadership competence has an influence of 46.1% on the performance of TPA employees, while 53.9% is influenced by other variables not explained in this study.

The results of this study can be used as input for Telkom University Bandung to pay attention to leadership competencies and other matters that can improve employee performance

Keywords: Human Resource, Leadership Competence, Performance