

## ABSTRACT

This research is motivated by the success of achieving goals and increasing the advantages of a company can be measured by the company's performance, which is determined by the performance of each individual in it, one of which is the employee. In the company's efforts to improve employee performance, it cannot be separated from the role of the leadership to understand the needs of employees. A company leader in order to understand the needs of employees, must have the ability to lead and establish good working relationships with employees so that they will maximize employee work results which have an impact on performance for the company. This study was conducted to determine and analyze leadership style and work relations on employee performance at PT Qinar Raya Mandiri and its influence.

This research uses quantitative method with descriptive research type. The population of this research is the employees of PT Qinar Raya Mandiri. The sampling technique was done by non-probabilty sampling method, with the number of respondents as many as 80 respondents. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the analysis of the simultaneous test (f test) has a value of  $F_{count} < F_{table}$  or  $32.990 < 3.120$  and a significance level of  $0.001 < 0.05$ . The results of this study indicate that the variables measured simultaneously, namely leadership style and work relations have a positive and significant effect on employee performance. While the partially measured variables, namely leadership style and work relations have an effect on employee performance. Based on the coefficient of determination, obtained a value of 21.9%. From this value, it can be interpreted that the independent variables, namely leadership style and work relations, have an influence on the dependent variable, namely employee performance by 21.9%. Where the remaining 78.1% is influenced by other factors not examined by the author.

**Keywords:** *Leadership Style, Work Relatios, Employee Performance*