

ABSTRACT

This study aims to determine how leadership, work discipline and employee performance at PT Tarumatex, determine the effect of leadership on employee performance and to determine the effect of work discipline on employee performance at PT Tarumatex.

Performance appraisal of employees who still have not reached the company's target, while the results of the survey show that leadership gets a fairly good assessment, as well as increasing employee indiscipline which is marked by absenteeism.

The research method is descriptive with data collection techniques through distributing questionnaires to 218 employees. The study used multiple linear regression analysis with the help of the SPSS 25 program.

The results showed that the leadership at PT. Tarumatex is generally in the high criteria. Work discipline is in high criteria. As well as the performance of employees at PT. Tarumatex is in the high criteria criteria. Leadership and work discipline affect performance partially or simultaneously.

The company is expected to provide conflict management training, socialization and reaffirmation of the rules and sanctions for employee discipline. In addition, routine monitoring and evaluation in stages is mandatory and in an orderly manner.

Keywords: leadership, work discipline, employee performance

