

ABSTRACT

Performance is an assessment of the outcome of work that has been agreed or in accordance with the established standards. Staff performance can be influenced by several factors, including organizational communication flows and leadership styles. The aim of this research is to find out the influence of organizational communication flows and leadership styles on the performance of UPTD Puskesmas Lubuk Buaya staff. The method used in this study is the quantitative causal type and data collected through the dissemination of questionnaires to all employees with a population of 78 and data analysis through SmartPLS. The results of the study show a positive and significant influence between the flow of organizational communication (X1) on the performance of employees (Y) with a score of P 0,000 or <0.05 and T statistics 4.349 or >1.96. Leadership style (X2) also has a positive, significant impact on staff performance (Y), with a rating of P 0.007 or <0,05 and statistical T 2.276 or >1,96.

Keywords : *Organizational communication, leadership styles, staff performance, SmartPLS, UPTD community Health Center*