

ABSTRACT

In an effort to enhance productivity and work effectiveness in the food and beverage industry, employee performance is a critical aspect that must be addressed. PT XYZ, as one of the companies in this sector, has experienced stagnant performance in recent years. This study aims to examine the influence of competence and leadership on employee performance at PT XYZ, as well as to test whether there are differences in these influences based on employee gender.

The objectives of this study are to: 1) determine whether competence has a positive effect on employee performance at PT XYZ; 2) determine whether leadership has a positive effect on employee performance at PT XYZ; 3) assess whether there are differences in the effect of competence on employee performance between male and female employees; and 4) assess whether there are differences in the effect of leadership on employee performance between male and female employees.

This research uses a quantitative approach with descriptive and inferential analysis. The population consists of all 700 employees of PT XYZ. The sample was selected using probability sampling, specifically simple random sampling, with 255 respondents determined through Slovin's formula. The research instrument was a questionnaire using a 5-point Likert scale, and the data were analyzed using the Partial Least Square Multi-Group Analysis (PLS-MGA) method with the help of SmartPLS version 4.00 software.

The results show that competence and leadership have a positive and significant effect on employee performance, with t-statistic values of 6.090 and 5.652 respectively, and p-values of 0.000 ($p < 0.05$). This indicates that the higher the level of competence and leadership effectiveness, the better the employee performance. Furthermore, based on the Multi-Group Analysis (MGA) results, it was found that there were no statistically significant differences in the effect of competence or leadership on performance between male and female employees, as all p-values were above the 0.05 significance threshold. Although descriptively there were slight directional differences—competence had a greater influence on male employees, while leadership had a greater influence on female employees—these differences were not statistically significant. These findings suggest that strategies for developing competence and implementing effective leadership can be applied equally and inclusively, without differentiation based on gender.

Keywords: Competence, Leadership, Employee Performance, and PLS-MGA.