

ABSTRACT

Employee performance is one of the important factors that determine the success of an organization in achieving its goals. In the context of UPT Balai Yasa Yogyakarta, as a technical implementation unit that has an important role in maintaining railway facilities, efforts to improve employee performance are very crucial. However, various problems such as decreased productivity and lack of work motivation are still a challenge faced. Therefore, it is necessary to conduct a study to identify factors that affect employee performance.

This study aims to determine the effect of work motivation and leadership on employee performance at UPT Balai Yasa Yogyakarta. The main focus in this study is to see how much the two independent variables contribute to achieving optimal performance. By knowing the relationship between these variables, it is hoped that a clear picture of the targeted performance improvement strategy can be obtained.

The method used in this research is a quantitative approach, where data is collected through questionnaires distributed to employees of UPT Balai Yasa Yogyakarta. Data analysis is carried out to identify the relationship between variables, using appropriate statistical analysis techniques to test the hypothesis that has been formulated.

The results showed that work motivation had a positive and significant effect on employee performance, with a path coefficient value of 0.4929 and a T-Test value greater than 1.96. In addition, leadership also has a positive and significant effect on employee performance, with a path coefficient value of 0.4025. This study found that there is no significant difference in the effect of work motivation on employee performance between men and women, but there is a difference in the effect of leadership on employee performance based on gender.

The contribution of this study is to provide deeper insight into the relationship between work motivation, leadership, and employee performance, as well as recommendations for management to improve both aspects. The advice for practitioners is to develop programs that can increase employee work motivation and focus on developing leadership skills. In addition, it is important for management to implement a more flexible and adaptive leadership approach, which takes into account differences in individual characteristics, including gender, to achieve optimal performance in the workplace. Future research can expand the study by adding other variables to obtain more comprehensive results.

Keywords: work motivation, leadership, employee performance.