

ABSTRACT

Eli Eliyudin, Undergraduate program, Faculty of Economics, Lamongan Islamic University, Lamongan February 2023. **The Effect of Work Discipline, Leadership Style and Work Motivation on Employee Performance at PT. Bhima Performa Indonesia**

Promoter :

Co-Promoter :

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Many factors affect the performance of employees in a company such as: work discipline, leadership style and work motivation. Performance can occur in employees of PT. Inter Solar Jaya Surabaya. Employee performance is very instrumental in the success of PT. Bhima Performa Indonesia. The type of research used in this study is quantitative. The population of this study are employees of PT. Bhima Performa Indonesia and the sample used was 35 employees.

From the results of the t test, the t value of the Work Discipline variable (X1) is obtained with a t count of $2.490 > t$ table of 2.039, the variable of Leadership Style (X2) has a t count of $2.427 > t$ table of 2.039, and Work Motivation (X3) has a t count of $2.050 > t$ table 2.039, then H_0 is rejected and H_1 is accepted, which means that there is a partial positive and significant influence between the variables of Work Discipline (X1), Leadership Style (X2) and Work Motivation (X3) on Employee Performance (Y) at PT. Bhima Performa Indonesia.

The independent variables of Work Discipline (X1), Leadership Style (X2) and Work Motivation (X3) have a simultaneous influence on Employee Performance. This can be proven by the value of Fcount (17.463) $> F$ table (2.91) with a significant level of less than 0.05, which is 0.000.

From the multiple linear regression equation, the value of $Y = 4.447 + 0.355 X_1 + 0.326 X_2 + 0.244 X_3$ is obtained. The results of the variable Work Discipline (X1) = 0.355 are greater than the other variables, so it can be concluded that Work Discipline (X1) is the most dominant variable influencing Employee Performance (Y) at PT. Bhima Performa Indonesia.

Keywords: *Work Discipline, Leadership Style, Work Motivation and Employee Performance.*