

## **ABSTRACT**

### **PENGARUH KEPEMIMPINAN, MOTIVASI, DAN PELATIHAN KERJA TERHADAP KINERJA PEGAWAI BADAN KEPEGAWAIAN DAERAH (BKD) KAB. KARO, KABANJAHE**

Changes in the agency environment that are increasingly fast, competitive and difficult to predict will require every organization to always change and improve so that it can continue to carry out its agency activities. One of them is at the Karo Regent's Office, Jalan Jamin Ginting No. 17 Kabanjahe North Sumatra. Efforts that can be made by an organization is to continue to innovate in the processing of Human Resources. Employee performance can show the progress of a company in its business activities. The purpose of this study was to determine (1) the effect of leadership style on the performance of Regional Personnel Agency (BKD) employees, (2) The effect of motivation on the performance of Regional Personnel Agency (BKD) employees, (3) The effect of job training on the performance of Regional Personnel Agency employees ( BKD). This research is aimed at new employees and employees who have worked in the organization for a long time. So that later on, the quality of employees who have equal skills will be obtained. This type of research uses descriptive quantitative. This sampling technique uses interview and observation techniques. The interview technique was carried out in an unstructured manner using questionnaire. The results of the observations were carried out by two observers using anecdotal methods. Research data analysis is descriptive. The results of this study indicate that the variables of leadership style, motivation and job training have a positive and significant effect on employee performance. Variable work discipline as the most dominant variable affecting employee performance.

***Keywords : leadership style, motivation, and employee job training.***