

ABSTRAK

INFLUENCE OF WORK DISCIPLINE, LEADERSHIP AND COMPETENCE OF WORK ON EMPLOYEE PERFORMANCE OF PT MEGAMAS PLAZA BANGUNAN MEDAN

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The purpose of this study was to examine and analyze the effect of Work Discipline, Leadership and Work Competence on Employee Performance at PT Megamas Plaza Bangunan. The declining performance of PT Megamas Plaza Bangunan's employees can be seen from not achieving the company's targets due to employee work discipline, leadership and lack of work competence. The population in this study amounted to 134 employees of PT Megamas Plaza Bangunan and a sample of 100 employees from PT Megamas Plaza Bangunan. The research method uses multiple linear regression analysis techniques. Hypothesis testing results partially obtained $t_{count} > t_{table}$ or $3.884 > 1.985$ with a significant value of $0,000 < 0.05$. Hypothesis testing results partially obtained value of $t > t_{table}$ or $3.324 > 1.985$ with a significant value of $0.001 < 0.05$. Hypothesis testing results partially obtained value of $t > t_{table}$ or $2.778 > 1.985$ with a significant value of $0.007 < 0.05$. The results of simultaneous hypothesis testing obtained $F_{count} (23.251) > F_{table} (2.70)$ and the probability of significance of $0.000 < 0.05$. The coefficient of determination test results seen from the Adjusted R Square value of 0.403 this means that 40.3% of the dependent variable variation in employee performance can be explained by variations in the independent variables of work discipline, leadership and competence while the remaining 59.7% is explained by other variables which is not examined, such as work stress, job promotion, work environment and so on. The conclusions in this study indicate that partially and simultaneously Work Discipline, Leadership and Work Competence have a positive and significant effect simultaneously on Employee Performance at PT Megamas Plaza Bangunan.

Keywords: *Work Discipline, Leadership, Work Competence, Employee Performance*