

*Ai Elis Karlinda, 2017422003, Master of Management, 2019, The Effect of Work Motivation and Leadership Style on Employee Performance through Work Discipline as an Intervening Variable in PT. Perkebunan Nusantara VI Unit of the Twin Lakes Unit of Solok Regency, under the guidance of Mr. Prof. Dr. Ir. H. Anoesyirwan Moeins, M. Si., MM and Mr. Dr. Yulasmi, SE., MM.*

### **ABSTRACT**

*This study aims to determine the effect of independent variables on the dependent variable as well as direct or indirect relationships using intervening variables. The object of this research is PT. Perkebunan Nusantara VI Unit of Lake Kembar, Solok Regency. The number of samples in this study were 55 respondents using the Slovin formula. The analysis technique used is multiple linear regression and path analysis.*

*The results obtained based on Partial Test (t-test) of model 1 obtained: (a) There is a positive and significant influence of work motivation on work discipline. (b) There is a positive and significant influence of leadership style on work discipline. The results obtained based on the partial test (t-test) of model 2 obtained: (a) There is a positive and significant influence of work motivation on employee performance. (b) There is no positive and significant influence of leadership style on employee performance. (c) There is a positive and significant influence of work discipline on employee performance. The results of the simultaneous study in equation 1 show that work motivation and leadership style have a positive and significant effect on work discipline. In equation II work motivation, leadership style and work discipline have a positive and significant effect on employee performance.*

*Based on the test analysis of work motivation pathways and leadership styles affect employee performance through work discipline, meaning that full mediation work discipline is able to act as an intervening variable or mediate work motivation and leadership style on employee performance. And based on the Determination coefficient (R<sup>2</sup>) model I, the value is 0.593 or 59,3%, it shows that the percentage of contribution of the independent variable Work Motivation, Leadership Style to the Work Discipline dependent variable is 0.593 or 59,3%. While the remaining 40.7% is influenced by other variables outside this study. And based on the Determination coefficient (R<sup>2</sup>) model II the value is 0.605 or 60,5%, this shows that the percentage of contribution of the independent variable Work Motivation, Leadership Style and Work Discipline to the dependent variable Employee Performance of 0.605 or 60,5%. While the remaining 39.5% is influenced by other variables outside this study.*

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

