

ABSTRACT

This research aims to determine the influence of leadership and work motivation on employee performance at PT. Pos Indonesia (Persero) Kantor Cabang Asia Afrika Bandung. This research uses descriptive and verification methods with a quantitative approach. With a population of 109 employees and the sample size in this study was 52 employees. The sampling technique uses probability sampling, with a simple random sampling type. The analytical method used is multiple linear regression analysis, multiple correlation analysis, multiple determination coefficient analysis and hypothesis testing using the SPSS 25 program.

The results of the research show that there is a positive and significant influence between leadership and work motivation on employee performance. The magnitude of the influence of leadership and work motivation simultaneously contributes to employee performance, namely 65.6%, while the remaining 34.4% is influenced by other variables not examined in this research. The contribution of leadership influence to employee performance is 12.0% and the contribution of work motivation to employee performance is 53.6%. So it can be concluded that the work motivation variable makes the most dominant contribution to employee performance at PT. Pos Indonesia (Persero) Kantor Cabang Asia Afrika Bandung.

Keywords: Leadership, Work Motivation and Employee Performance