The Effect of Leadership Style Impressions, Work Ethics, and Workforce Capabilities on Employee Performance at CV. Aneka Karya Unggul in Probolinggo

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ABSTRACT

Human resources are the main pillar of a company's establishment. With every unique characteristic possessed by each individual, it becomes a double-edged sword for the development of a company. There are human resources that cannot provide a positive impact to the company, but there are also many unique qualities possessed by human resources that become the key to the survival and advancement of a company. Achieving the success of a company's goals requires controlling to ensure that existing human resources are able to carry out their work in accordance with established rules. Employee performance is very influential on the output produced by the company, one of the factors that influence it can be in the form of Leadership Style, Work Ethic, and Workforce Capability. This study was conducted to analyze the simultaneous and partial effect of Leadership Style, Work Ethic, and Workforce Capability on Employee Performance at CV. Aneka Karya Unggul, *Probolinggo Regency. The primary data collection procedure in this study was in the form of a questionnaire given* to CV. Aneka Karya Unggul *employees. The respondents in this study were all 37 employees. The data analysis method used in this study was multiple linear regression analysis, coefficient of determination analysis, F test, and t test. Based on the results of SPSS for Windows V22 analysis tools, it can be concluded that the independent variables simultaneously have a significant effect on the dependent variable of Employee Performance (Y) at* CV. Aneka Karya Unggul, *and partially the variables of Leadership Style (X1), Work Ethic (X2), and Workforce Capability (X3) have a significant effect on Employee Performance (Y).*

Keywords: *Leadership Style. Work Ethics, Workforce Capability, Employee Performance*