

Pengaruh Kepemimpinan, Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan Roti Marlano Balibond Orlendy (MBO), Tanggul-Jember *(The Influence of Leadership, Working Environment and Working Discipline On Employee Performance at Marlano Balibond Orlendy Bread Industry (MBO) Tanggul-Jember).*

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ABSTRACT

This research aims to determine the influence of leadership, working environment and working discipline on employees performance at Marlano Balibond Orlendy bread industry (MBO) Tanggul-Jember. The population in this research are 40 employees. Sampling used Saturated sampling of 40 respondents. The data was analyzed by used Multiple Linear Regresion analysis using SPSS version 16. Before analyzing the data using multiple linear regression, the validity and reliability tests were carried out. The results of this research indicates that f test regression testing shows that leadership, work environment and work discipline are simultaneously has a significant influence on employee performance. T test regression testing shows that the variable that has significant influence on employee performance is leadership, whereas the variables that have non significant influence on employee performance are working environment and working discipline. The most dominant influence variable on employee performance is leadership variable.

Key words : *Leadership, Performance Working Environment, Working Discipline*