

**THE EFFECT OF COMMUNICATION, TRAINING AND LEADERSHIP
STYLE IN EMPLOYEE PRODUCTIVITY IN PTPN XII GUMITIR
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Doni Firly Maduratno

Agroindustry Management Study Program
Agribusiness Management Departement

ABSTRACT

Company is one of the organizations that bring people to run the household production activities where required good management in which one human resource management which is driving a system within the company. The purpose of this research is to analyze and examine whether there is influence of independent variables simultaneously and interveningvariables on employee performance of PT. Perkebunan Nusantara XII (Persero) Kebun Gumitir Jember. This research took sample 40. Data were analyzed using SPSS version 16 with models of path analysis. Before analyzing path to test validity and reliability. Results of research conducted on the test regression t test showed that the variables that significantly influence the work Productivity is communication. While not significant variables on work productivity is pelatihan and compensation.

Kata Kunci : *Productivity, Comunication, Training, Leadership Style.*