

# ***Factors Affecting Employee Performance Parts Production at Gagak Hitam Bondowoso Company***

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## **ABSTRACT**

*The purpose of this study is to determine the factors of employee performance of production on company Gagak Hitam Bondowoso. The population in this study as many as 675 employees. Sampling using technique is a simple random sampling Amounted to 87 respondents. The data used are primary and secondary data. The data analysis technique used is Multiple Linear Regression Analysis using program SPSS 16.0 for Windows. The results of the research conducted regression test of t test showed that the variables job discipline have a significantly affect on employee performance is 0.046, Leadership variables have a significantly affect on employee performance is 0.000 and job motivation variable have a significantly affetc on employee performance is 0.037. The result regression test of F test showed that the discipline, Leadership and job motivation variables have a significant effect on employee performance simultaneously. The variable that has the most dominant influence on employee performance is leadership variable.*

*Keywords: Performance, Job Discipline, Leadership, and Job Motivation.*