

ABSTRACT

THE INFLUENCE OF TRAINING AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE AND WORK DISCIPLINE AS A MODERATING VARIABLE IN THE BALAI BESAR WILAYAH SUNGAI MESUJI SEKAMPUNG (BBWSMS) LAMPUNG PROVINCE

Diny Kuslarasaty

One way to stimulate employee performance in an organization and to improve performance optimally is by providing training to encourage employees to work more actively and purposefully. The phenomenon that occurs at the Balai Besar Wilayah Sungai Mesuji Sekampung Office (BBWSMS) is that the hope of realizing a high level of performance for employees at the Balai Besar Wilayah Sungai Mesuji Sekampung Office (BBWSMS) has still not been fulfilled. The problem formulation in this thesis is how training variables and leadership style influence employee performance and if this is strengthened by a moderating variable in the form of work discipline.

The research method uses multiple linear regression analysis with the Statistical Problem Solution (SPSS) version 20 application as data processing. Data collection technique with 30 respondents using a Likert scale. The classic assumption tests used in research are the normality test, multicollinearity test and heteroscedasticity test.

The research results concluded that the influence Training on the performance of first employees is 0.149 or 14.9 percent. By entering variables, the R Square value becomes 0.194 or 19.4 percent. Work Discipline Variables can strengthen training for the performance of employees at the Balai Besar Wilayah Sungai Mesuji Sekampung Office (BBWSMS) Lampung Province. Whereas, The results of the values from the regression equation of the Leadership Style variable have an effect on the Employee Performance variable by 0.266 or 26.6 percent. After the moderating variable was introduced in the second regression equation, the R Square value became 0.724 or 72.4 percent. This shows that the work discipline variable strengthens the leadership style on the performance of the employees of the Sungai Mesuji Sekampung Regional Office (BBWSMS) Lampung Province.

As a suggestion to the Lampung Province River Mesuji Sekampung Regional Office (BBWSMS) is to continue to improve training according to their respective fields. For employee performance, it is recommended to continue to improve the quality of work design in the office so that employees work according to the work methods that have been determined to ensure that employees work in accordance with the goals and targets to be achieved. Meanwhile on Work discipline is recommended to increase sanctions or create strict policies aimed at ensuring that employees are disciplined in their work and preventing employee delays and laziness at work.

Keywords: training, leadership style, work discipline, employee performance