ABSTRACT

ANALYSIS OF THE INFLUENCE OF LEADERSHIP, WORK DISCIPLINE, REWARD AND PUNISHMENT THROUGH JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT THE LONG CLASS 1 HARBOUR AND PORT AUTHORITY OFFICE OF THE DIRECTORATE GENERAL OF SEA TRANSPORTATION

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This study aims to analyse the effect of leadership, work discipline, reward and punishment through job satisfaction on employee performance at the Long Class 1 Harbour Master and Port Authority office of the Directorate General of Sea Transportation. In this study using quantitative research, the population in this study were all employees of the Long Class 1 Harbour Authority and Port Authority office and data sampling was taken using the *Slovin* calculation formula, namely withthe results of 59 calculations rounded up to 60 people or respondents by distributing questionnaires. The data obtained or obtained is then processed and analysed using *PathAnalysis* with the *Partial Least Square (PLS)* or *Structural Equation Modeling (SEM)* approach. The final results showed that the work discipline variable had a significant effect on the job satisfaction variable, the work discipline variable had no significant effect or was unable to moderate the employee performance variable through job satisfaction, the leadership variable had a significant effect on the job satisfactionvariable, the leadership variable had a significant effect on the employee performance variable, the *reward* and *punishment variable had a* significant effect on the job satisfaction variable, the reward and punishment variable had a significant effect on the employee performance variable.

Keywords: Leadership, Work Discipline, *Reward* and *Punishment,* job satisfaction, and

employee performance.