

The Influence of Leadership Style and Work Discipline on Employee Performance through Job Satisfaction as an Intervening Variable at PT. Heksa Hayuning Budi

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Abstract

Background - Performance is an important thing to achieve the goals of a company. Leadership style, work discipline and job satisfaction are one of the things that affect employee performance, so it is appropriate for companies to pay attention to this.

Purpose - This study aims to determine the effect of job satisfaction in mediating leadership style and work discipline on employee performance at PT Heksa Hayuning Budi

methodology - Data were collected through a questionnaire of 100 employees and analyzed using the IBM SPSS v25 application with the path analysis method.

Findings - The results showed that leadership style and work discipline have an influence on employee performance, and job satisfaction is able to mediate the relationship between leadership style and work discipline on employee performance

Originality - Using the path analysis method is useful in research that requires an in-depth understanding of the complex relationships between variables.

Keywords: Keywords: Leadership Style, Work Discipline, Employee Performance, Job Satisfaction
