



THE EFFECT OF LEADERSHIP STYLE AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT FEDERAL INTERNATIONAL FINANCE CENTRAL PAMULANG

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Abstract

This study aims to determine the influence of leadership style and work discipline on employee performance at PT Federal International Finance Central Pamulang. The research method used is quantitative with data collection techniques through questionnaires distributed to 78 respondents. Data analysis was performed using simple and multiple linear regression with the help of SPSS version 26. The results showed that leadership style has a significant effect on employee performance, with a determination coefficient of 73.0% and the regression equation $Y = 7.038 + 0.870X_1$. The t-test results show a t-count of $14.352 > 1.992$ and a p-value of $0.000 < 0.050$. Work discipline also has a significant effect on employee performance, with a determination coefficient of 92.2% and the regression equation $Y = 2.336 + 0.923X_2$. The t-test results show a t-count of $29.936 > 1.992$ and a p-value of $0.000 < 0.050$. Simultaneously, leadership style and work discipline have a significant effect on employee performance, with a determination coefficient of 92.3% and the regression equation $Y = 2.094 + 0.074X_1 + 0.862X_2$. The F-test results show an F-count of $450.116 > 3.12$ and a p-value of $0.000 < 0.050$. Based on these results, it can be concluded that leadership style and work discipline greatly contribute to improving employee performance at PT Federal International Finance Central Pamulang. Therefore, the company is advised to continuously enhance leadership effectiveness and enforce work discipline to achieve optimal performance.

Keywords: Leadership Style, Work Discipline, Employee Performance

INTRODUCTION

In the era of globalization, advances in information technology have created numerous opportunities for the financial sector, including PT Federal International Finance. The recent rapid growth of financial institutions, and the market is expected to expand for many companies worldwide, leading to intense competition. Many people desire specific products but have limited funds, so they opt for credit services. Finance companies are now the primary choice for meeting the needs of local communities, whether in the provision of funds, capital goods, consumer financing, and more.

Due to this situation, many new financial companies have entered the financial sector, and competition has become increasingly fierce. As competition intensifies,

every financial company needs to improve, adapt, and refine its business to remain competitive.

In order for a company's activities to be successful, the company must have healthy and competent employees who strive to manage the company to improve employee performance. Employee performance is the result of an employee's work, assessed against the company's established work standards. Good performance is optimal performance, performance that meets company standards and supports the achievement of company goals.

Improving employee performance can be key to a company's success. As business competition increases, companies need to keep their employees productive. To achieve this, company management has identified leadership style and work discipline as two factors that can influence employee performance.

This study aims to explore the role of leadership style and work discipline on employee performance at PT Federal International Finance Central Pamulang. The following is employee performance data at PT Federal International Finance Central Pamulang, measured based on Key Performance Indicators.

Table 1. Real Data on Employee Performance at PT Federal International Finance 2021-2023

No	Assessment Aspects	Target	Period		
			2021	2022	2023
1	Quality of Work	100%	75%	77%	73%
2	Quantity of Work	100%	78%	70%	72%
3	Responsibility	100%	79%	76%	74%
4	Cooperation	100%	74%	77%	76%
5	Initiative	100%	75%	76%	75%
Average amount			76%	75%	75%

Source: PT Federal International Finance Central Pamulang, 2025

Based on Table 1.1, it displays the performance data of PT Federal International Finance employees for the last three years, from 2021 to 2023, with target indicators, achievements, and percentage of achievement against work assessment targets. In 2023, the target was 100%, but the average achievement was only 75%, indicating that employees had not yet achieved the expected target. In 2022, the average achievement was also 75%, showing no improvement compared to 2023, indicating performance stagnation. Meanwhile, in 2021, the achievement averaged 76%, slightly higher than in 2022 and 2023, but still not reaching the expected target.

Overall, this table shows that employee performance in achieving work targets has fluctuated over the past three years, with the highest achievement in 2021 at 76% and the lowest achievement in 2022 and 2023 at 75%.

Improving employee performance can also be achieved by adjusting leadership styles. PT Federal International Finance Central Pamulang's leadership style remains weak, as evidenced by the inconsistent achievement of annual targets. This may be due to management still needing to adjust its leadership style.

Table 1. Pre-Survey Data on Leadership Style of PT Federal International Finance Central Pamulang in 2025

No	Indicator	Statement	Total Sample	Yes	
				Person	%

1	Decision Making Ability	Is your boss able to make quick and accurate decisions in urgent work situations?	25	5	20%
2	Motivating Ability	Does your boss often motivate you to stay enthusiastic about your work?		3	12%
3	Communication Skills	Does your boss convey work instructions or directions clearly and easily understood?		6	24%
4	Ability to Control Subordinates	Is your boss able to direct and supervise employee performance well?		5	20%
5	Responsibility	Does your boss demonstrate a sense of responsibility towards the team's tasks and work results?		6	24%
Total				25	100%

Source: PT Federal International Finance Central Pamulang, 2025

Leadership style can influence employee motivation and loyalty. A leadership style that employees prefer not only enables a company to attract and retain top talent but also encourages improved employee performance. Therefore, it's important to understand the leadership style that employees demonstrate and their performance at work.

Work discipline is an important operational function of human resource management because the better the employee discipline, the higher the work performance achievement. Without employee discipline, it is difficult for a company to achieve the desired results. Based on the description, it can be concluded that work discipline is the right condition where individuals or groups within an organization are willing to comply with and implement company regulations, both written and unwritten. At PT Federal International Finance Central Pamulang, discipline is reflected in employee attendance. Below is data on employee attendance levels at PT Federal International Finance for the past 3 years.

Table 3. Employee Absence Summary Data for 2021-2023

No	Year	Number of Effective Days	Number of employees	Employee Absence Case			Total Cases	Presentation
				Late	Permission	Sick		
1	2023	292	78	38	20	21	79	0.35
2	2022	295	78	34	18	22	74	0.32
3	2021	297	78	30	15	20	65	0.28

Source: PT Federal International Finance Central Pamulang, 2025

Based on Table 1.3 above, it can be seen that many employees at PT Federal International Finance Central Pamulang are still late. Adjusting the leadership style within PT Federal International Finance Central Pamulang is considered to be able to assist and control all employee actions to ensure they always remain within the limits of the provisions regarding the application of disciplinary action that must be taken.

Adjusting the leadership style can indirectly improve employee work discipline so that they always feel responsible and work effectively and efficiently on time.

Based on the above, the author suspects that leadership style and work discipline influence employee performance at PT Federal International Finance Central Pamulang. The author is interested in conducting a study entitled "The Influence of Leadership Style and Work Discipline on Employee Performance at PT Federal International Finance Central Pamulang" at PT Federal International Finance Central Pamulang..

METHOD

This study uses a quantitative approach based on the philosophy of positivism, which aims to test the proposed hypothesis. This quantitative research focuses on collecting numerical data processed using statistical tools to provide a clear picture of the influence of compensation and work environment on employee performance at PT Federal International Finance Central Pamulang. One of the main characteristics of the quantitative approach is consistency in the formulation of the problem and research objectives from beginning to end, so that the results obtained can be verified and tested systematically. This study aims to explore the influence of two factors, namely compensation and work environment, on employee performance at the company.

The research location was at the PT Federal International Finance Central Pamulang office in Banten, with the research period running from October to December 2024. The research process began with the preparation of a research proposal and instruments, followed by primary and secondary data collection, and data processing. The variables studied included leadership style, work discipline, and employee performance. The operational definition of each variable was described in indicators measured using a Likert scale to determine employee perceptions of each variable.

The population of this study consisted of all 78 employees of PT Federal International Finance Central Pamulang, who were also included in the sample due to the total sampling technique used. Data were collected through observation, questionnaires, and documentation. The instruments used in this study were tested for validity and reliability to ensure the quality of the data obtained.

Data analysis was conducted using several techniques, including descriptive statistical analysis, validity and reliability tests, and multiple linear regression analysis to determine the effect of each independent variable on the dependent variable, both partially and simultaneously. The research results are expected to provide a deeper understanding of how these factors influence employee performance and provide useful recommendations for human resource management in companies.

RESEARCH RESULT

Classical Assumption Test

1. Normality Test

The normality test aims to determine whether sample data originates from a normally distributed population. Good data suitable for use in this study is normally

distributed data. In this study, the researchers used a normality test using the Normal Probability Plot.

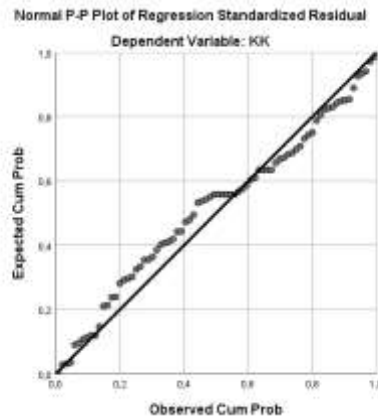


Figure 4.2 Normal Probability Plot Test

Based on Figure 4.2 above, the results of the normality test indicate that the variables in this study have a normal distribution. Because the points in the table follow the direction of the line, if the points follow the line, the data in this study is considered normal.

2. Multicollinearity Test

The multicollinearity test is used to determine whether there is a high correlation between independent variables. The results of the multicollinearity test using the IBM Statistics SPSS 26 program are as follows.

Table 4. Multicollinearity Test Results

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	GP	,240	4,173
	DK	,240	4,173

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on table 4.14, it shows that X1 has a tolerance value of 0.240, X2 has a tolerance value of 0.240, and the VIF value of X1 is 4.173, the VIF value of X2 is 4.173, which indicates that there is no multicollinearity. Data is considered to pass the multicollinearity test if the tolerance value is > 0.10 or equal to the VIF value < 10 , which can be interpreted as there is multicollinearity in the data.

3. Heteroscedasticity Test

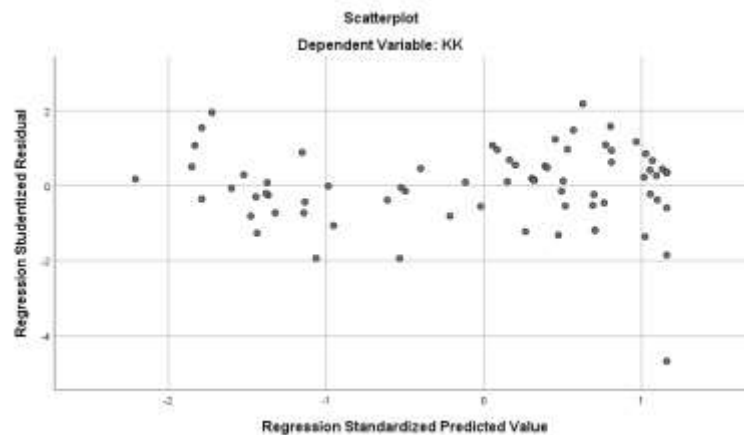


Figure 3. Heteroscedasticity Test

Based on Figure 4.3 above, the results of the heteroscedasticity test indicate that the variables in this study do not exhibit heteroscedasticity symptoms. This is because the data points are spread above, below, or around the number 0, and the distribution does not have a pattern.

Quantitative Test

1. Simple Linear Regression Analysis

Simple linear regression is used to forecast or predict the magnitude of the dependent variable (X1, X2) which is influenced by the independent variable (Y). The simple regression equation is expressed by the following formula:

a. Leadership Style (X1) on Employee Performance (Y)

$$Y = a + bx + e$$

Simple linear regression is used to forecast or predict the magnitude of the value of the dependent variable (X1,X2) which is influenced by the independent variable (Y). Below are the results of multicorrelation using the IBM statistics SPSS 26 program as follows.

Table 4.15. Results of simple regression testing of leadership style (X1) on employee performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,038	2,131		3,303	,001
	GP	,870	,061	,855	14,352	,000

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on the results of the regression calculations in table 4.15 above, the regression equation obtained is $Y = 7.083 + 0.870X_1$.

- 1) The constant is 7.083, which means that if the score on the Leadership Style variable (X1) is 0, then the Employee Performance level (Y) remains at 7.083.
- 2) The Regression Coefficient of Leadership Style (X1) is 0.870, which means that if the score on the Leadership Style variable (X1) experiences an increase in unit value, then the Employee Performance level (Y) will increase by 0.870 and vice versa if the Leadership Style (X1) experiences a decrease in unit value, then Employee Performance (Y) will experience a decrease of 0.870.

Based on table 4.15 above, it shows that the Sig value is smaller or ($0.000 < 0.05$) which means that Leadership Style (X1) has a significant effect on Employee Performance (Y).

b. Work Discipline (X2) on Employee Performance (Y)

Simple linear regression is used to forecast or predict the magnitude of the dependent variable (X1, X2) which is influenced by the independent variable (Y). Below are the results of multicorrelation using the IBM statistics SPSS 26 program as follows.

Table 4.16 Results of simple regression testing of work discipline (X2) on employee performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,336	1,183		1,974	,052
	DK	,923	,031	,960	29,936	,000

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on the results of the regression calculations in table 4.16 above, the regression equation obtained is $Y = 2.336 + 0.923 X_2$.

- 1) The constant is 2.336, which means that if the score on the Work Discipline variable (X2) is 0, then the Employee Performance level (Y) remains at 2.366.
- 2) The Regression Coefficient of Work Discipline (X2) is 0.923, which means that if the score on the Work Discipline variable (X2) experiences an increase in unit value, then the Employee Performance level (Y) will increase by 0.923. and vice versa, if Work Discipline (X2) experiences a decrease in unit value, then Employee Performance (Y) will decrease by 0.923.

Based on table 4.16 above, it shows that the Sig value is smaller or ($0.00 < 0.05$) which means that Work Discipline (X2) has a significant effect on Employee Performance (Y).

2. Multiple Linear Regression Analysis

Multiple regression is a regression or prediction model that involves more than one independent variable or predictor. The following is the SPSS output for multiple regression.

Table 4.17. Results of Multiple Linear Regression Test of Leadership Style (X1), Work Discipline (X2) on Employee Performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,094	1,201		1,744	,085
	GP	,074	,067	,073	1,114	,269
	DK	,862	,063	,897	13,706	,000

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on the output of table 4.17 in Unstandardized Coefficients column B for the constant value (a) is 2.094, while the coefficient value of Leadership Style (b) is 0.74, the coefficient of Work Discipline (b) is 0.862 so that the regression equation can be written.

$$Y = 2,094 + 0.074X_1 + 0.862X_2 + e$$

From this equation it can be explained that:

- 1) The constant of 2.094 means that if the Leadership Style (X1), Work Discipline (X2) has a value of 0, then the Employee Performance level (Y) has a value of 2.094.
- 2) The regression coefficient of the Leadership Style variable (X1) is 0.074, meaning that if the Leadership Style (X1) experiences a unit increase in value, then the Employee Performance level (Y) will experience an increase of 0.074. And vice versa, if the Leadership Style (X1) decreases by one unit, then Employee Performance (Y) will decrease by 0.074.
- 3) The regression coefficient of the Work Discipline variable (X2) is 0.862, meaning that if Work Discipline (X2) experiences an increase in unit value, then the Employee Performance level (Y) will experience an increase of 0.862. If Work Discipline (X2) decreases by one unit, then Employee Performance will experience a decrease of 0.862.

Based on table 4.17 above, it shows that the value of variable X1 has a significance value above 0.05, or (0.268 > 0.05), so in this multiple regression test, the Leadership Style variable (X1) does not have a significant effect on Employee Performance (Y) and variable X2 has a significance value below 0.05, or (0.000 < 0.05) Work Discipline (X2) has a significant effect on Employee Performance (Y).

3. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of relationship between independent variables and dependent variables, either fragmentarily or simultaneously. According to Sugiyono (2018:184), the following table can be used to interpret correlation coefficient results:

Table 4.18 Guidelines for Interpretation of Correlation Coefficients

Correlation Coefficient Value Interval	Relationship Level
0.000 – 0.199	Very Low
0.200 – 0.399	Low
0.400 – 0.599	Currently
0.600 – 0.799	Strong
0,800 – 1,000	Very strong

Source: Sugiyono (2018:184)

Table 4.19 Results of the Correlation Coefficient Test of Leadership Style (X1) on Employee Performance (Y)
Correlations

		X1	Y
X1	Pearson Correlation	1	,855**
	Sig. (2-tailed)		,000
	N	78	78
Y	Pearson Correlation	,855**	1

	Sig. (2-tailed)	,000	
	N	78	78

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Data Processing 26, 2025

Based on the results of table 4.19 above, it shows that the correlation coefficient value is 0.855, which means that the two variables have a very strong level of relationship between the interpretation guideline values of 0.800-1.000.

Table 4.20. Results of the Correlation Coefficient Test of Work Discipline (X2) on Employee Performance (Y)
Correlations

		X2	Y
X2	Pearson Correlation	1	,960**
	Sig. (2-tailed)		,000
	N	78	78
Y	Pearson Correlation	,960**	1
	Sig. (2-tailed)	,000	
	N	78	78

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Data Processing 26, 2025

Based on the results of table 4.20 above, it shows that the correlation coefficient value is 0.960, which means that the two variables have a very strong level of relationship between the interpretation guideline values of 0.800-1.000.

4. Analysis of the Coefficient of Determination

The coefficient of determination test is conducted to determine the extent of influence of the independent variable on the dependent variable. To see the influence of the independent variable on the dependent variable, the following analysis is performed:

Table 4.21. Results of the Test of the Determination Coefficient of Leadership Style (X1) on Employee Performance (Y)
Model Summary

Model	R	R Square	Adjusted Square	R of the Estimate	Standard Error
1	,855a	,730	,727		6,042

a. Predictors: (Constant), GP

Source: SPSS Data Processing 26, 2025

Based on table 4.21 above, the coefficient of determination (R Square) is 0.730. Thus, the magnitude of the influence of the Leadership Style variable (X1) on Employee Performance (Y) is 73.0%, the remaining 26.0% is influenced by other variables not examined in this study.

Table 4.22. Results of the Test of the Determination Coefficient of Work Discipline (X2) on Employee Performance (Y)
Model Summary

Model	R	R Square	Adjusted Square	R of the Estimate	Standard Error
1	,960a	,922	,921		3,254

a. Predictors: (Constant), DK

Source: SPSS Data Processing 26, 2025

Based on table 4.22 above, the coefficient of determination (R Square) is 0.922. Thus, the magnitude of the influence of the Work Discipline variable (X2) on Employee Performance (Y) is 92.2%, the remaining 7.8% is influenced by other variables not examined in this study.

Table 4.23. Results of the Test of the Determination Coefficient of Leadership Style (X1), Work Discipline (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,961a	,923	,921	3,249

a. Predictors: (Constant), DK, GP

Source: SPSS Data Processing 26, 2025

Based on table 4.23 above, the coefficient of determination (R Square) is 0.923. Thus, the magnitude of the influence of the variables Leadership Style (X1), Work Discipline (X2), on Employee Performance (Y) is 92.3%, the remaining 7.6% is influenced by other variables not examined in this study.

5. Hypothesis Testing

a. t-Test (Partial)

The t-test is used to determine the partial significance of the influence of an independent variable on a dependent variable.

The basis for making t-test decisions is as follows:

- 1) If the Sig value < 0.05 or the t-count value > t-table, then there is an influence of Variable X1 on Variable Y.
- 2) If the Sig value > 0.05 or the t-count value < t-table, then there is no influence of Variable X1 on Variable Y.

Table 4.24 Results of the t-Test of Leadership Style (X1) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,038	2,131		3,303	,001
	GP	,870	,061	,855	14,352	,000

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on the test results in table 4.24 above, the p value < sig.0.050 or (0.000<0.050) was obtained and strengthened by the calculated t value > t table or (14.352 > 1.992). Thus, Ho1 is rejected and Ha1 is accepted, this shows that partially there is a significant influence between Leadership Style (X1) on Employee Performance (Y).

Table 4.25. Results of the t-test of the Work Discipline Variable (X2) on Employee Performance (Y)

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.
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		B	Std. Error	Beta		
1	(Constant)	2,336	1,183		1,974	,052
	DK	,923	,031	,960	29,936	,000

a. Dependent Variable: KK

Source: SPSS Data Processing 26, 2025

Based on the test results in table 4.25 above, the p value < sig.0.050 or (0.000<0.050) was obtained and also strengthened by the calculated t value> t table or (29.936> 1.992). Thus, Ho1 is rejected and Ha1 is accepted, this shows that partially there is a significant influence between Work Discipline (X2) on Employee Performance (Y).

b. F Test (Simultaneous)

The f-test is used to determine the significant influence of more than one independent variable simultaneously on a dependent variable. To test the hypothesis, an f-test (ANOVA) analysis is used. The calculation results are as follows:

The basis for making the F test decision is as follows:

- 1) If the Sig value < 0.05 or the F-calculated value > F-table, then there is a simultaneous influence of Variable X1 on Variable Y.
- 2) If the Sig value > 0.05 or the F-calculated value < F-table then there is no simultaneous influence of Variable X1 on Variable

Table 4.26. Results of the F Test of the Variables of Leadership Style (X1), Work Discipline (X2) on Employee Performance (Y)
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9,502,342	2	4,751,171	450,116	,000b
	Residual	791,658	75	10,555		
	Total	10,294,000	77			

a. Dependent Variable: KK

b. Predictors: (Constant), DK, GP

Source: SPSS Data Processing 26, 2025

Based on the test results in table 4.26, the calculated F value is obtained > F table or (450.116 > 3.12) this is also strengthened by the p value < sig 0.050 or (0.000 < 0.050) thus Ho3 is rejected and Ha3 is accepted, this shows that simultaneously there is a significant influence between Leadership Style (X1) and Work Discipline (X2) on Employee Performance (Y).

DISCUSSION

1. The Influence of Leadership Style Variable (X1) on Employee Performance (Y)

Based on the results of the analysis, the value of the Regression equation $Y = 7.038 + 0.870X_1$ was obtained, and the correlation coefficient value was 0.855 where the correlation relationship was very strong. And also obtained a determination coefficient value of 0.730, it can be concluded that the Leadership Style variable influences Employee Performance by 73.0% while the remaining (100% - 73.0%) = 26.0% is influenced by other factors. The hypothesis test obtained a p value <sig. 0.050 or (0.000 < 0.050) and strengthened by the calculated t value> t table or (14,352> 1.992). Thus, Ho1 is rejected and Ha1 is accepted. This shows that partially there is a significant influence between Leadership Style on Employee Performance.

This aligns with previous research conducted by Adriyanti et al. (2023), which showed that leadership style significantly influences employee performance. An effective leadership style can improve employee motivation and performance. Employees feel valued and have a clear sense of purpose when their leaders value them. Furthermore, leadership style can boost employee morale, creativity, and job satisfaction, which can contribute to employee performance.

2. The Influence of Work Discipline (X2) on Employee Performance (Y)

Based on the results of the analysis, the value of the Regression equation $Y = 2,336 + 0.923 X_2$ was obtained, and the correlation coefficient value was 0.960 where the correlation relationship was very strong. And also obtained a determination coefficient value of 0.922, it can be concluded that the Work Discipline variable influences Employee Performance by 92.2% while the remaining $(100\% - 92.2\%) = 7.8\%$ is influenced by other factors. The hypothesis test obtained a p value $< \text{sig.} 0.050$ or $(0.000 < 0.050)$ and is also strengthened by the calculated t value $> t$ table or $(29.926 > 1.992)$. Thus, H_{02} is rejected and H_{a2} is accepted. This shows that partially there is a significant influence between Work Discipline on Employee Performance.

This aligns with previous research conducted by Ariesni and Asnur (2021), which showed that work discipline significantly impacts employee performance. The more disciplined employees are, the better their performance, which directly impacts the quality of human resources within a company. Work discipline must also be improved to assist in carrying out work tasks.

3. The Influence of Leadership Style (X1) and Work Discipline (X2) Variables on Employee Performance (Y)

Based on the results of the study, it shows that Leadership Style (X_1) and Work Discipline (X_2) have a significant effect on Employee Performance with the regression equation $Y = 2.094 + 0.074X_1 + 0.862X_2$ obtained, the coefficient of determination value is 0.923, it can be concluded that the variables of Leadership Style and Work Discipline have an effect on Employee Performance by 92.3% while the remaining $(100\% - 92.3\%) = 7.6\%$ is influenced by other factors. Furthermore, the calculated F value is obtained $> F$ table or $(450.116 > 3.12)$, this is also strengthened by the p value $< \text{Sig.} 0.050$ or $(0.000 < 0.050)$. Thus, H_{03} is rejected and H_{a3} is accepted, this shows that simultaneously there is a significant influence between Leadership Style, Work Discipline on Employee Performance.

CONCLUSION

The Leadership Style variable (X_1) has a significant influence on Employee Performance (Y) based on the results of the partial test (t test), which shows a value of 14.352 which is greater than 1.992. In addition, the p value which is smaller than 0.050 $(0.000 < 0.050)$ further strengthens this result. Thus, the null hypothesis ($H_0: p_1 = 0$) is rejected, while the alternative hypothesis ($H_a: p_1 \neq 0$) is accepted, which means there is a significant influence of Leadership Style on Employee Performance at PT FIFGROUP Central Pamulang. The regression equation obtained is $Y = 7.038 + 0.870X_1$, with a correlation coefficient of 0.855, indicating a very strong relationship. The coefficient of determination of 0.730 indicates that Leadership Style influences Employee Performance by 73.0%, while the remaining 26.0% is influenced by other variables not examined in this study.

Work Discipline (X2) also has a significant effect on Employee Performance (Y), based on the results of the partial test (t test), which produces a value of 29.936, which is greater than 1.992. This is also reinforced by the p value which is smaller than 0.050 ($0.000 < 0.050$). Thus, the null hypothesis ($H_0: p_2 = 0$) is rejected, while the alternative hypothesis ($H_a: p_2 \neq 0$) is accepted, which means that Work Discipline has a significant effect on Employee Performance at PT FIFGROUP Central Pamulang. The regression equation obtained is $Y = 2.336 + 0.923X_2$, with a correlation coefficient of 0.960, which indicates a very strong relationship. The coefficient of determination of 0.923 indicates that Work Discipline has an effect on Employee Performance of 92.3%, while the remaining 7.7% is influenced by other variables not examined.

Simultaneously, Leadership Style (X1) and Work Discipline (X2) have a significant effect on Employee Performance (Y), based on the results of the simultaneous test (F test), which shows a value of 450.116, greater than 3.12. The p value which is smaller than 0.050 ($0.000 < 0.050$) further strengthens this result. Thus, the null hypothesis ($H_0: p_3 = 0$) is rejected, while the alternative hypothesis ($H_a: p_3 \neq 0$) is accepted, which means that Leadership Style and Work Discipline have a significant effect on Employee Performance at PT FIFGROUP Central Pamulang. The regression equation obtained is $Y = 2.094 + 0.074X_1 + 0.846X_2$, with a coefficient of determination of 0.923, which indicates that both variables have an effect on Employee Performance of 92.3%, while the remaining 7.7% is influenced by other variables not studied..

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