

ABSTRACT

THE INFLUENCE OF DEMOCRATIC LEADERSHIP AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. RA PROMOSINDO

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This research was conducted with the aim of finding out the influence of Democratic Leadership and work discipline on employee performance at PT. Ra Promosindo, Central Jakarta. This research uses primary data in the form of respondents' answers from questionnaire data collection. Apart from that, researchers also conducted interviews with several employees to find out more about the condition of the company. This research uses a saturated sampling method, where a total population of 50 is used as the sample. Multiple linear regression analysis techniques were used to analyze the data, while hypothesis testing used the t test and f test, as well as carrying out the coefficient of determination test. The results of the t test carried out show that there is a significant positive relationship between democratic leadership style and employee performance. Apart from that, democratic leadership style also has a significant positive effect on work discipline. In this research, it can be simplified that democratic leadership is the dominant variable influencing the performance of employees PT. Ra Promosindo.

Keywords: Democratic leadership, work discipline, employee performance