

ABSTRACT

PT INTI (Persero) is a state-owned enterprise (BUMN) which has business lines in the fields of Manufacturing and Assembly, Managed Service, Digital Service, and System Integrator. The company headquartered at Jalan Moch Toha No. 77 Bandung has business lines in the fields of Manufacturing and Assembly, Managed Service, Digital Service, and System Integrator. To support its business, PT INTI (Persero) also operates an eight-hectare production facility at Jalan Moch Toha No. 225 which produces telecommunications and electronic equipment. The research method used in this research is quantitative method with descriptive-causality research type. Sampling was carried out by saturated sampling technique totaling 38 respondents from Bapenda employees at PT INTI Bandung in the marketing and sales division. Data analysis techniques used were descriptive analysis and multiple regression analysis. Based on the results of descriptive analysis, leadership is included in the good category with a percentage of 80.02%, then work discipline is included in the good category with a percentage of 82.42% and employee performance is also included in the good category with a percentage of 83.44%. based on the results of the study showed that leadership and work discipline had a significant influence partially and simultaneously on employee performance amounting to 60.3% while the rest was influenced by other variables not examined in this study.

Keywords: Leadership, Work Discipline, and Employee Performance.