

ABSTRACT

The results of achievement in the form of performance owned by an employee cannot be separated from supporting factors such as authentic leadership patterns and commitment to the organization. Authentic leadership is a pattern of leadership that can influence subordinates to achieve positive results to achieve common goals in a company with their capabilities. Authentic leadership encourages, maintains, and maintains corporate culture, increasing employee productivity and performance. Meanwhile, employees who commit to the organization tend to continue to be motivated to improve their performance. Employees who are committed and have work involvement, tend to produce higher performance

The purpose of this study is to determine the effect of authentic leadership and organizational commitment on the performance of PT Sun Star Motor Probolinggo employees. This study uses a quantitative research design with nonprobability sampling techniques and a Purposive sampling type. The research subjects were 65 employees using a Likert scale. Data were analyzed using multiple and Duji linear regression using SPSS version 29.

The results showed that authentic leadership had a positive and significant effect on employee performance (T-count value (3,408) > T-table value (1,99897) and a significance level of 0.001 < 0.05) and organizational commitment also has a positive and significant effect on employee performance (T-count value (3.194) > T-table value (1,99897) and a significance level of 0.001 < 0.05). The contribution of authentic leadership and organizational commitment to employee performance by 52%, while the remaining 48% is influenced by other variables.

Keywords: *Authentic Leadership, Organizational Commitment, Employee Performance*