

## ABSTRACT

Warung Sunda Samble Hejo Sambel Dadak (SHSD) is an authentic Sundanese restaurant. Based on the findings of interviews and secondary data, it was discovered that inadequate leadership at SHSD causes workers to feel underappreciated. Low performance in some outlet is a phenomenon that arises in employee performance. Employee turnover is a phenomena that arises when the turnover rate at some outlets is high.

The purpose of this study is to determine the impact of employee leadership on employee performance and turnover at SHSD. The purpose of this study is to determine whether or not leadership has a substantial impact on staff performance and turnover at SHSD.

The descriptive and causal research approach was utilized, with data collected by distributing questionnaires to employees with a population of 171 respondents and utilizing the slovin method to determine the sample. SPSS 25 is used for path analysis in this investigation.

The findings in this research found that leadership has a strong positive impact on employee performance, where the leadership path coefficient on employee performance has a value of 0.694. With a value of 0.626, the leadership path coefficient on employee turnover indicates that leadership also has a strong positive impact on employee turnover. the coefficient of determination (R<sup>2</sup>) of leadership towards employee performance is 0.482. And then the coefficient of determination (R<sup>2</sup>) of leadership towards employee turnover is 0.391 toward SHSD employees.

The findings in this research resulted that leadership partially affects employee performance and employee turnover. Findings in this research will be beneficial and advance to next study especially in field of training and development towards leadership, employee turnover towards work satisfaction, and also work environment towards employee performance and turnover intension.

**Keywords:** Leadership, Employee Performance, Employee Turnover