

ABSTRACT

Company One of the plantation units that contributes to improving the output and processing of oil palm plantations is PT Perkebunan Nusantara V Sei Garo. Employees in particular are a valuable resource for the business, and as such, the organization understands the significance of assessing the quality of its human resources and the need to improve them in order to adapt to the positive changes in the new era. Based on this realization, the organization establishes discipline and leadership within the business in order to achieve shared objectives.

The purpose of this study is to ascertain the link and the interdependence of leadership, employee discipline, and employee performance at PT Perkebunan Nusantara V Kebun Sei Garo. This study employs a quantitative research methodology with a causal relationship-based descriptive and verification approach. A questionnaire using a nonprobability sampling approach and a purposive sampling strategy was used in this study to gather data from a sample of 175 employees of PT Perkebunan Nusantara V Kebun Sei Garo.

The findings demonstrated that the category performed well in the descriptive study of employee leadership, discipline, and performance. According to the findings of the path analysis, leadership and discipline have a combined 49.8% effect on employee performance, with the remaining 50.2% being influenced by other factors that were not studied. The conclusion is PT Perkebunan Nusantara V Kebun Sei Garo, leadership and employee discipline may significantly improve staff performance. The researcher's recommendation, based on the study's findings, is that by contributing to leadership and discipline, you can manage better to improve the flaws that already exist in the organization by fostering a better work environment and abiding by rules in line with the business's policies.

Keywords: Leadership, Employee Discipline and Employee performance