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PT Logam Bima is a manufacturing company engaged in the household appliance industry. Good employee performance can support company performance, which means that every company must improve the performance of its employees. There are many ways to improve employee performance, ranging from training, education, compensation, awards and incentives, to rewards for outstanding employees. However, these factors are not only related to employee performance, but also human resource management. Rewards and leadership have an important role in improving employee performance. This research was conducted with the aim of finding out and analyzing how rewards and leadership affect employee performance in PT Logam Bima Bandung.

This study uses quantitative methods using descriptive analysis, normality test, multicoliearity test, heteroscedasticity test, multiple linear analysis, determination coefficient, T test and F test using SPSS 29 software. The sampling technique used was probability sampling, namely simple random sampling, with a total of 35 respondents.

The results of the study show that Reward does not have a significant effect on employee performance, while leadership has a significant influence on employee performance. The results of the calculation of the determination coefficient of 33.8% showed that rewards and leadership had an effect on employee performance.

Keywords: Reward, Leadership, Employee Performance