

ABSTRACT

PT IPC Terminal Petikemas plays a significant role in supporting logistics and port operations. However, its operational effectiveness has not reached optimal levels. One of the influencing factors is employee performance, which is affected by leadership style and communication. This study aims to analyze the effect of both variables on employee performance at Pelindo Tower.

The research uses a quantitative method with a survey approach. Data were collected through questionnaires distributed to 100 permanent employees using purposive sampling, and analyzed using multiple linear regression with the assistance of SPSS software.

The results indicate that leadership style and communication both have a significant effect on employee performance, both simultaneously and partially. Leadership style has a more dominant influence. The coefficient of determination shows that 78,6% of the performance is influenced by these two variables.

Keywords: *Leadership Style, Communication, Employee Performance*