

ABSTRACT

The research aimed to analyze the influence of work motivation and leadership style on employee performance at the Menzies School of Health Research in Timor-Leste. Through multiple linear regression analysis using SPSS 29.0 software. The study employed a quantitative approach with primary data collected via questionnaires distributed to the entire employee population, yielding 55 responses out of 63 distributed questionnaires. Data analysis involved validity and reliability tests, followed by multiple linear regression analysis after classical assumption tests. Results indicated that work motivation and leadership style, when considered simultaneously, significantly influence employee performance. Specifically, the work motivation variable and leadership style variable both showed significant effects on employee performance. Additionally, the T-test results revealed that both the work motivation variable and leadership style variable individually have significant influences on employee performance, further highlighting their importance in enhancing organizational outcomes. The findings suggest that employees at the Menzies School of Health Research in Timor-Leste are motivated by positive social interactions and encouragement from the company, while leadership fosters employee engagement through involvement in decision-making and supportive guidance. Overall, the study emphasizes how crucial of both work motivation and leadership style in improving employee performance in the context of the Menzies School of Health Research in Timor-Leste.

Key Words: Work Motivation, Leadership Style, and Employee Performance.