

ABSTRACT

This study aimed to examine how leadership style and motivation positively affect team performance at PT. Tunas Citra Pandawa. The study uses team performance as the dependent variable, while leadership style and motivation are the independent variables.

The data for this study has obtained from 100 respondents, who were surveyed using a questionnaire distributed via Google Forms. A non-probability sampling technique was used in this research. Data processing in this study employed the Structural Equation Modelling (SEM) method with the Partial Least Square (PLS) approach, using the SmartPLS 4 software.

The results of the study at PT. Tunas Citra Pandawa show that leadership style has a positive effect on team performance, indicated by the path coefficient test result of 0.971, and the result was accepted. The motivation variable has a negative and significant effect on team performance. The effect of leadership style on motivation is positive and significant, as evidenced by the path coefficient test result of 0.65.

Keywords: *Leadership Style, Motivation, Team Performance, Partial Least Square.*