

ABSTRACT

This study aims to analyze the influence of leadership style and human resource development (HRD) on employee performance at PT Mahkota Pantura Sumberejo. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 4.0. The results of this study indicate that (1.) Leadership style has a positive and significant effect on employee performance with an original sample of 0.548, a t value of 6.015, and a p value of 0.000. (2.) HRD development has a positive effect on Employee Performance with an original sample of 0.407, a t value of 4.455, and a p value of 0.000. These findings indicate that the combination of leadership style and continuous HRD development can create a productive, innovative, and enthusiastic work environment, which is very important for the long-term success of the company.

Keywords: Leadership Style, Human Resource Development, Employee Performance