

## **ABSTRACT**

*This study aims to examine the influence of motivation, leadership, and work discipline on employee performance. In this study, researcher examined the performance of employees at PT. CITRA ABADI SEJATI Cileungsi Sewing Division by using independent variables, such as motivation, leadership and work discipline.*

*This research was conducted on employees of PT. CITRA ABADI SEJATI Cileungsi Division of Sewing. The sample were selected by using the Snowball Sampling method. Data was obtained by distributing questionnaires to 76 employees. Data analysis using multiple linear regression method with SPSS (Statistic Product and Service Solution) 20 program.*

*The results of the analysis showed that motivation has no significant effect, with a significance value of  $0.494 > 0.05$ . Similarly, the leadership variables that has no significant effect on performance are indicated by a significance value of  $0.912 > 0.05$ . Work discipline has a positive and significant effect on employee performance with a significance value of  $0.002 < 0.05$ . The coefficient of determination ( $R^2$ ) of 0.387 concluded that the variables in this study were able to explain the performance of employees at 38.7%. Researchers suggested that leaders should pay more attention to the needs of employees in working and involving employees in the company's program including decision making.*

*Key words : motivation, leadership, work discipline, employee performance*