

ABSTRACT

This study aims to determine the effect of leadership, reward, and communication on employee performance at PT. Surabaya auto comp Indonesia. The population in this study were all employees at PT. Surabaya Autocomp Indonesia, totaling 75 employees. The entire population is used as a sample without having to take a certain amount. This research was conducted by PT. Surabaya Autocomp Indonesia, which is located at Jl. Ngoro Industri Kav 7, Kec. Ngoro, Mojoketo Regency. The research was conducted using quantitative research techniques. The research process is deductive, which to answer the formulation of the problem, a concept or theory is used to formulate a hypothesis. The hypothesis is then tested through field data collection. Quantitative research is generally carried out on samples taken randomly. The results showed that leadership, reward, and communication simultaneously had a significant effect on performance. Research hypothesis testing is done using the f-test, where the results show that the hypothesis is accepted and its validity is proven.

Keywords: leadership, reward and punishment and employee performance