ABSTRACT

THE INFLUENCE OF MOTIVATION, DISCIPLINE, AND CHARACTERISTICS OF THE LEADER TO EMPLOYEES PERFORMANCE IN PT.BFI FINANCE IN INDONESIA, Tbk BRANCH OF GRESIK

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In an increasingly turbulent era hiperkompetisi and challenging, organizations are required to always be able to survive. The changes in this era is characterized by rapid environmental change with advances in information technology is rapidly increasing, the sensitivity requires the organization to respond the changes that will occur so that they still exist in the arena of competition. Upon the success of a company is not completely depend on manager of the company but also depends on the existing employees within the company. the potential that exists within the company related to employee motivation, discipline, and leadership characteristics will be helpful in improving employee performance.

The identification of existing problems within the company is to testing linkage of the three variables of motivation, discipline, and the characteristics of leaders of its relationship with the employee's performance.

The research population was 150 employees of PT BFI Finance Indonesia Tbk with a background working in the office or employees who work outside the office. While analysts techniques and hypothesis testing using multiple rank regression.

The final results of these are all variables in this research which directly affects the employees performance, but the most is on variable motivation.

Keywords : population, performance, employee, performance