

# **Analysis of The Influence of Leadership, Work Motivation, Work Discipline on Improving Employee Performance in Sahid Surakarta University**

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**Abstract.** The passage you provided discusses the importance of quality human resources in today's rapidly changing and globalized world. It emphasizes the crucial role that human resources play in various sectors and how their performance can impact institutional goals. The study mentioned in the passage aims to investigate the influence of three key factors. There are work discipline, leadership, and work motivation—on employee performance at the University of Sahid Surakarta. The data gathered for this study consists of quantitative data, and an associative research design approach was employed. The research was conducted over a period of two months, spanning from October 19th to December 22nd, 2022, at Sahid University, Surakarta. During this time, data collection took place, and instrument testing and research data were also carried out. The results of the hypothesis test, which was conducted by distributing questionnaires to 35 respondents who meet the criteria as active employees still working at Sahid University, Surakarta, are as follows: The sig value for the X1 Variable (Leadership) is 0.615, the sig value for the X2 Variable (Work Discipline) is 0.000, and the sig value for the X3 Variable (Work Motivation) is 0.001. Variables X2 (Work Discipline) and X3 (Work Motivation) have sig values greater than 0.05, indicating that H1 is rejected, while H2 and H3 are accepted. The performance of employees at Sahid University, Surakarta, is influenced by their level of work motivation. According to the data, it can be inferred that higher levels of work motivation correspond to a noticeable enhancement in employee performance.

**Keywords:** Human Resources, Performance, Work Discipline, Leadership, Work Motivation.