

## ABSTRACT

The Background of this research is the changing of the leadership which is so dynamic, incentive which is not increase and decrease of the working spirit of the employees of PT. Titan Petrokimia Nusantara (PT.TPN). This point mark by the high turn over range, increasing late of absence and ineffective working hours. For this time the leader competency, incentive and working spirit in PT. TPN is decreasing.

In order to solve the problem, the writer concerns in doing research with the focus to give the conclusion and make suggestion for the goodness in the future.

The purpose of this research is to analyze and to find the leader competency, incentive and the working spirit of the employees in PT.TPN. Analyzing and finding the effect of the leader competency to the work spirit of PT.TPN employees. Furthermore, analyzing and finding incentive effect to the work spirit in PT.TPN. Finally, to analyze and to find the effect of leader competency and incentive to the work spirit of employees in PT.TPN.

To examine the relation among the variables in this research, the writer analyze the data with using path analyzes. The result of this research is that, the competency of the leader and the incentive give positive and significant effect to the work spirit of the employees. The rate of the significance till  $\alpha=0.05$ .

Based on this result of the analysis, the conclusion is that the competency of the leader, incentive and work spirit in PT.TPN is less. Leader competency give positive and significant effect till 44% to the work spirit. Incentive give positive and significant effect till 17.5% effect to the work spirit. Moreover, the effect of the leader competency and incentive is 61.5% to the work spirit. Other conclusion is that there is unidentified variable about 48.5% which is concluded as error variable.

Related to the conclusion, the writer give conclusion, the writer give suggestion to the management to consistence for conducting leadership competency, incentive and work spirit. The second suggestion is developing the theory of the study in the future about the research model using causality relationship among the competency, incentive, work satisfaction and employees performance.