

## **ABSTRACT**

*This research is to know the influence of the working discipline, transactional leadership and intrinsic motivation on performance of employees. The object of this research are all employees of PT. Iskaba Pratama amounted to 100 employees. These studies use non probability sampling. Data retrieval is done by way of disseminating research questionnaire to respondents provide research. The data obtained were analyzed using Partial Least Squares (PLS). Research results show that the positive effect of work Discipline and significantly to the performance of the employees of PT. Iskaba Pratama. The leadership of the influential positive and insignificant against the performance of the employees of PT. Iskaba Pratama. Intrinsic motivation is positive and significant effect on performance of employees of PT. Iskaba Pratama.*

**Key Words : Labor Discipline, Transactional Leadership, Intrinsic Motivation, Employee Performance.**



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Penelitian ini untuk mengetahui pengaruh disiplin kerja, kepemimpinan transaksional dan motivasi intrinsik terhadap kinerja karyawan. Objek penelitian ini adalah seluruh karyawan PT. Iskaba Pratama berjumlah 100 karyawan. Penelitian ini menggunakan non probability sampling. Pengambilan data dilakukan dengan cara menyebarkan kuesioner penelitian kepada responden dilokasi penelitian. Data yang diperoleh dianalisis menggunakan Partial Least Squares (PLS). Hasil Penelitian menunjukkan bahwa Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Iskaba Pratama. Kepemimpinan berpengaruh positif dan tidak signifikan terhadap kinerja karyawan PT. Iskaba Pratama. Motivasi intrinsik berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Iskaba Pratama.

**Kata Kunci : Disiplin Kerja, Kepemimpinan Transaksional, Motivasi Intrinsik, Kinerja Karyawan.**

