

## **ABSTRACT**

*This study is to determine the effect of leadership style, workload and career development on employee performance at PT. Astragraphia Tbk. The object of his research is employees of PT. Astragraphia Tbk, located in Jakarta. This research was conducted on 60 respondents, based on the respondents' responses, the validity test, normality test, multicollinearity, heteroscedasticity and multiple linear tests were conducted. The results of this study indicate that partially leadership style variables, workload, and career development affect employee performance at PT. Astragraphia Tbk in Jakarta. Therefore the results of the research test state that there is a partial influence between the variables of leadership style, workload and career development affecting the performance of employees in PT. Astragraphia Tbk Jakarta.*

**Keywords:** *leadership style, workload, career development, employee performance.*



## ABSTRAK

Penelitian ini untuk mengetahui pengaruh gaya kepemimpinan, beban kerja dan pengembangan karir terhadap kinerja karyawan pada PT. Astragraphia Tbk. Objek penelitiannya adalah karyawan PT. Astragraphia Tbk yang berlokasi di Jakarta. Penelitian ini dilakukan terhadap 60 orang responden, berdasarkan tanggapan responden dilakukan uji validitas, uji normalitas, multikolinieritas, heteroskedastitas dan linier berganda. Hasil penelitian ini menunjukkan bahwa secara parsial variabel gaya kepemimpinan, beban kerja, dan pengembangan karir berpengaruh terhadap kinerja karyawan pada PT. Astragraphia Tbk di Jakarta. Oleh karena itu hasil uji penelitian menyatakan bahwa terdapat pengaruh secara parsial antara variabel gaya kepemimpinan, beban kerja dan pengembangan karir berpengaruh terhadap kinerja karyawan PT. Astragraphia Tbk Jakarta.

**Kata kunci** : gaya kepemimpinan, beban kerja, pengembangan karir, kinerja karyawan.



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