

ABSTRACT

The leadership and motivation absolutely affect towards the Employee's Performance. The two factors should pay special attention to if the company wishes the improvement of employee's performance. PT Crestec Indonesia Bekasi has experienced three conditions to achieve the goals, in which it is extremely affected by leadership. The change of leadership frequently determines the success of improving employee's performance at PT Crestec Indonesia. So that, the leadership has sufficient contribution in developing the investment for one of the printing industries. Of the said descriptions, the research is under title of "Effect on Leadership and Motivation towards Employee's Performance at Printing Industry of PT Crestec Indonesia Bekasi".

The research aims at recognizing how the leadership and motivation have effects on the employee's performance especially in the working process at each division at printing industry at PT Crestec Indonesia Bekasi. Hypothesis filed has positive effect on leadership and motivation towards employee's performance. The technique of sampling used is the purposive sampling namely 31 populations served the object in the research. The data is analyzed by the tools of multiple regression analysis by the aids tools of SPSS 15.

The results of SPSS calculation analysis may be clarified that there are positive effects on the leadership towards the employee's performance, positive effect on the motivation to the employee's performance and there are also positive effects on the leadership and motivation to the employee's performance. Furthermore, the contribution given by the variable of leadership and motivation towards employee's performance was 85,1% meanwhile the rest 14.9% affected by other variable excluding in this research.

Recommendation given to PT Crestec Indonesia is that to improve the employee's performance, the management of PT Crestec Indonesia should maximize the motivation to the employees and make approach to the employees to know employee's needs.