

ABSTRACT

The purpose of this study is to reveal how much influence the leadership style and work stress on employee performance. leadership style is a style which is owned by a leader to influence subordinates to achieve organizational goals. Work stress is a feeling of distress experienced by employees in the face of the work was done while the performance results achieved by the person in performing the job in accordance with the duty of the job responsibilities. Based on the description above, the alternative hypothesis (Ha) is there the influence of leadership style and stress on job performance in PT. Sawit Asahan Indah.

In this study, there are three variables. Dependent variable is the performance while the independent variables is a style of leadership and job stress. The population in this study are employees of the plant PT. Sawit Asahan Indah namely at the level of Mandor/Krani and Mandor 1 of 73 employees, with a target sample of 100% of the population.

The data was collected using two scales of leadership style scale consisting of 71 items, 76 items scale of job stress, while realization of the data to use performance measures of employee performance. Instrument testing done on 17 respondents. Based on trial results to the leadership style scale obtained a valid items as much as 47 items with the t value ranged from 1.952 s / d 6.330 and the reliability value for 0993, job stress scale obtained a valid item 43 items with the t value ranged from 1.837 s / d 4.689 and the reliability value for 0951. Based on the results of data analysis using multiple linear regression techniques using SPSS version 15.0 for Windows is known that the leadership style and job stress affect employee performance. Based on data analysis that leadership style and job stress have a significant influence on the performance of 25% of employees in PT. Sawit Asahan Indah.