

## **ABSTRACT**

*Employees play an important role in an university/institution because they support learning process both directly and indirectly. Employees performance in supporting learning process depend on leadership and motivation to provide well job keeping the existence and quality of the institution to face both national and international competition. However, how far can leadership and motivation influence employee performance? This question is related to university efforts in producing the competent graduate students to provide world industry need.*

*This research is done at UNAS through the employees as the object. The method used is survey method. The research samples are taken by using simple random sampling. The samples are taken from 89 of administration employees as the respondents of all relevant unit.*

*The data analysis uses descriptive analysis and the hypothesis test uses moment product correlation (Pearson correlation) and multiple linear regression model. The research result shows that both leadership of the Unit Manager and Faculty Manager, and motivation influence employees performance. Partially, leadership of the Unit Manager dan Faculty Manager influence employees performance (th: 2,583 > tt: 1,987; sig. 0,011 < 0,05), and employees motivation influence the employees performance (th: 3,921 > 1,987; sig: 0,000 < 0,01). From simultantly analysis, it is known that both leadership of Unit Manager dan Faculty Manager simultantly influence employees performance positively and significantly (R: 0,553; Fh: 18,939 > Ft: 3,102; R<sup>2</sup>: 0,306 or 30,6% of the employees performance are described by the variables of leadership of Unit Manager and Faculty Manager, and employees motivation.*

*From the result of the research, both partially and simultantly, leadership of the Unit Manager and Faculty Manager, employees motivation influence employees performance in positively and significantly. In this case, it is recommended that the Unit Manager and Faculty Manager have to make objectively assesment of employee performance at least every three or six months to ensure employee performance.*