

## **ABSTRACT**

*This study aims to examine and analyze the effect of leadership style and training to the Mining Division Employee Performance in PT Ricobana Abadi. This study used a quantitative descriptive study. The population used in this study is 750 Mining Division Site Employee. The sampling method used was accidental sampling, with Slovin equation there were 148 employee as the sample. The data analytical is multiple linear regression. Research shows that partially leadership style positive and significant effect on employee performance Mining Division as well as training and significant positive effect on employee performance Mining Division. Research Also shows that leadership style and training (simultaneously) significantly influence employee performance in Mining Division.. The researchers suggest is that the leadership style of leadership Participated further enhanced to improve the performance of employees Mining Division PT. Ricobana Abadi.*

*Keywords: Leadership Style, Training, Employee Performance*

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Gaya kepemimpinan dan pelatihan terhadap kinerja karyawan *Mining Division* di PT Ricobana Abadi. Jenis/desain penelitian menggunakan pendekatan kuantitatif. Populasi seluruh karyawan *Mining Division* di *site/project* berjumlah 750 karyawan. Teknik pengambilan sampel adalah *Accidental Sampling*, dengan rumus Slovin maka ditemukan 148 karyawan sebagai sampel. Analisis data menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan *Mining Division* serta Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan *Mining Division*. Penelitian juga menunjukkan bahwa gaya kepemimpinan dan pelatihan secara bersama sama (simultan) berpengaruh secara signifikan terhadap kinerja karyawan *Mining Division*. Saran peneliti adalah agar gaya kepemimpinan *participated leadership* lebih ditingkatkan untuk meningkatkan kinerja karyawan *Mining Division* PT. Ricobana Abadi.

Kata kunci : Gaya kepemimpinan, pelatihan, kinerja karyawan