The main objective of this research is to explore the importance of employee performance. This study aims to analyze the influence between Leadership, discipline, compensation and motivation on Employee Performance.

The method used in the selection of samples is a non-probability method with a purposive sampling technique and the population is employees who work in a service expedition company in Batam. This study used 300 questionnaires for Service Expedition employees. The statistical method used to test the hypothesis is multiple regression using the SPSS 21.0 program.

The results of the research conducted show that each tested variable, namely the variables of Leadership, Discipline, Compensation and Motivation has a significant effect on employee performance.

Keywords: Employee Performance, Patterns of Leadership, Discipline, Motivation, and Compensation