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Department of Management
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ANALYSIS OF INFLUENCE OF DISCIPLINE, MOTIVATION, ORGANIZATIONAL COMMITMENT AND LEADERSHIP ON EMPLOYEE PERFORMANCE 4-STAR HOTELS IN BATAM CITY

**Jessica
NPM: 1641176**

ABSTRACT

This study is aimed to understand the performance of employees at 4-Star Hotels in Batam City. The independent variables of this study are discipline, motivation, organizational commitment, and leadership, while the dependent variable of this study is employee performance. The method used to process data is multiple linear regression analysis methods. In the study, the researcher randomly distributed questionnaires to 248 respondents who work at the 4-Star Hotel in Batam City. Test results indicate there is one variable that does not have a significant influence which is the motivation variable, while the discipline, organizational commitment and leadership variables all acquired significant results.

Keywords : Discipline, Motivation, Organizational Commitment, Leadership, Employee Performance