

ABSTRACT

In a government agency, human resources play a crucial role for the agency to its objectives. As one of the major government agencies, the Regional Development Planning Agency (Bappeda) Province of Bali needs to provide the best service and performance in serving the community and performing various tasks well. Therefore, the role of the officer is essential to support the performance of the agency.

The study was conducted to find out the conditions of work discipline, motivation, leadership style, and performance of the staff at the Regional Development Planning Agency (Bappeda) Province of Bali. The approach used in this study is quantitative with the type of descriptive research. In this study respondents as many as 59 people who are Officers of the ASN (Civil State Appliances) Agency of Regional Development Planning Agency (Bappeda) Province of Bali. Number of respondents obtained using saturated sampling techniques and using double regression analysis techniques.

The results of the descriptive analysis in this study showed that the work discipline variable obtained a score of 1.648 with an average score of 87.29% with a very good category. Later, the motivation variable obtains a rating of 1390 with an average rating of 84.14% and is categorized very well. In the leadership style variable, it shows an achievement score of 959 with a percentage of 81.27% with an excellent category. The results of this study can be concluded that based on the F test with a score of f count (15,741) > f table (2,77) with a degree of significance of 0,000 or less than 0.05 then work discipline, motivation, and leadership style simultaneously and significantly affect the performance of employees.

Keywords: *Work Discipline, Motivation, Leadership Style, Employee Performance*