

**THE INFLUENCE OF PARTICIPATIVE LEADERSHIP ON EMPLOYEE
PERFORMANCE IN PT. GLOBAL TEKNIK MULTIKARYA
SOUTH TELUK BETUNG, BANDAR LAMPUNG**

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ABSTRACT

The use of leadership style in the company, is crucial to determine company productivity. Company productivity can be measured through employee performance. This study aims to determine the influence of participative leadership styles on employee performance at PT. Global Teknik Multikarya. The research method uses evaluative research methods. The research instrument used a questionnaire containing 14 questions. Instrument testing uses validity and reliability tests, which are carried out on 30 employees. While the data analysis used is a normality test, linear regression analysis and t-test, the purpose of the data analysis is to analyze the closeness of individual variable relationships and to answer hypotheses. The hypothesis test results obtained calculation of t-test (-0.723) < calculation of t-table(2.048), so H_0 was accepted, which means that there is no significant influence between participative leadership and employee performance at PT. Global Teknik Multikarya. The coefficient of X is -0.079 . The value of R square or relationship influence of $0.018 = 1.8\%$. And the value of the smallest ratio of the variable y is 1.37 (Y6) and the most significant ratio of the variable y is 2.36 (Y2). Based on these, it was concluded that there was no influence of participatory leadership on employee performance at PT Global Teknik Multikarya. and data was obtained that employees there were not on time when they came to work.

Keywords: Participative leadership style, Employee Performance.