

## **THE INFLUENCE OF LEADERSHIP STYLE, TRAINING, ORGANIZATIONAL CLIMATE, ON EMPLOYEE PERFORMANCE AT PT SPECTRUM LINTAS SERVICE BATAM**

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### **ABSTRACT**

This study aims to determine the effect of leadership style, training, and organizational climate on employee performance at PT Spectrum Lintas Service. The research method used was a quantitative method with descriptive and associative approaches. The population in this study consisted of 100 employees, and a saturated sampling technique was applied so that all members of the population were used as research samples. Data were collected through questionnaires using a Likert scale and processed using IBM SPSS Statistics 25. The data analysis techniques included validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, t-test, F-test, and coefficient of determination ( $R^2$ ). The results showed that leadership style had a positive and significant effect on employee performance with a t-value of 4.185 and a significance value of 0.000. Training had a positive and significant effect on employee performance with a t-value of 2.763 and a significance value of 0.007. Organizational climate also had a positive and significant effect on employee performance with a t-value of 6.422 and a significance value of 0.000. Simultaneously, leadership style, training, and organizational climate had a significant effect on employee performance with an Fvalue of 158.059 and a significance value of 0.000. The coefficient of determination ( $R^2$ ) value of 0.832 indicated that 83.2% of employee performance was influenced by leadership style, training, and organizational climate.

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