

The Effect of Motivation, Discipline, and Leadership on Employee Performance: The Case of Light Rail Transit (LRT) South Sumatera

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Abstract

This study aims to determine the effect of Work Motivation, Work Discipline, and Leadership on the Performance of South Sumatra LRT (Light Rail Transit) Employees. This type of research is Associative. The variables used by researchers are Work Motivation, Work Discipline, and Leadership. The sample in this study was 127 PKWT employees from the South Sumatra LRT (Light Rail Transit) Station, selected by Cluster Sampling. The data used in this study are primary, collected through a questionnaire method. The data analysis technique used is Multiple Linear Regression with the SPSS Program Application. The results of this study indicate that: (1) Work Motivation, Work Discipline, and Leadership together have a positive and significant effect on Employee Performance, (2) Work Motivation has a positive and significant effect on Employee Performance. (3) Work Discipline does not have a significant effect on Employee Performance. (4) Leadership does not have a significant effect on Employee Performance.

Keywords: Motivation, Discipline, Leadership, Employee Performance.

1. Introduction

Human Resources (HR) plays a pivotal role in any organization, be it an institution or a company. The people employed in an organization, as planners and implementers, are the driving force behind achieving organizational goals. This underscores the crucial role of human resource management in ensuring the availability and competence of these key resources. The number and competence of human resources are not just important, they are crucial for the effective and efficient completion of work. Inaccurate human resource provision can disrupt a company's operations, both internally and externally, affecting its relationships with external parties. This highlights the necessity of appropriate standards for measuring human resource performance to avoid such disruptions.

Human resource performance is not just about meeting targets, but about ensuring the survival of the company in a rapidly changing world. Facing rapid technological developments,

companies cannot afford to remain in their comfort zones. The era of one-touch, one-service requires the ability to effectively manage resources, especially human resources, who must always be up-to-date and ready to adapt. Performance is the result an individual achieves according to applicable standards for the assigned work, expressing their potential to fulfill responsibilities based on specific criteria. Good employee performance can be seen from the employee's achievement in completing tasks on time and achieving every target set by the company.

According to [Kasmir \(2019\)](#), performance is the result of work and actions achieved by fulfilling assigned tasks and responsibilities within a specific timeframe. Meanwhile, according to [Afandi \(2021\)](#), performance is the willingness of an individual or group to carry out or improve activities in accordance with their responsibilities, leading to the desired outcomes. According to [Kasmir \(2019\)](#), employee performance is influenced by several factors, including ability and expertise, knowledge, work plans, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. One factor influencing performance is leadership. According to [Busro \(2018\)](#), leadership is the ability to influence others and change their behavior to achieve common goals. Through ability, innovation, ideas, behavior, and leadership, an individual can lead an organization to achieve its goals. A series of leadership activities related to the leader's position and style or behavior, as a process of interrelationship or interaction between leaders and subordinates in certain situations ([Busro, 2018](#)).

According to [Robbins and Judge \(2017\)](#), leadership is the ability to influence a group toward achieving goals. Leadership plays a crucial role in improving employee performance. Competent leaders can motivate employees, thereby increasing their work enthusiasm. Leadership, which broadly encompasses the process of influencing and determining company goals, must therefore motivate employee behavior to achieve these goals and foster improvements in the group and its culture. Successful leadership can mobilize others to achieve the goals set by the company. Research gaps in leadership variables according to [Adam \(2023\)](#) indicate that leadership has a positive and significant effect on organizational culture, work discipline has a positive and significant impact on employee performance, and leadership has a positive and significant effect on employee performance. Leadership, organizational culture, and work discipline have a substantial impact on employee performance at PT simultaneously. Multi Sarana Agro Mandiri. This is inconsistent with research conducted by [Wijaya, Yulia and Ones \(2023\)](#), which showed a positive and significant effect between financial compensation and employee performance. There is a positive but insignificant effect of leadership style on employee performance. There is a positive and significant effect of work motivation on employee performance. There is a positive and significant effect of financial compensation, leadership style, and work motivation on employee performance.

Another factor influencing performance is motivation. According to [Wibowo \(2018\)](#), work motivation is the driving force behind a series of human behavioral processes toward achieving goals. The elements of motivation include arousing, directing, maintaining, demonstrating intensity, being continuous, and having a purpose. Work motivation is an internal driver for employees to complete assigned tasks and responsibilities. In an organization or company, work motivation serves as encouragement to galvanize and direct employees toward achieving results aligned with company expectations. This drive encourages individuals to remain enthusiastic in facing existing demands. Based on this theory, several theories are most closely related to the variables being studied. Motivation is driven by rewards and punishments from the

environment, specifically sanctions for violating regulations. Motivation also arises from thought processes, beliefs, expectations, and interpretations of the world. These processes motivate employees to strive to improve their abilities and work harder to achieve company goals. It is the responsibility of management to provide work motivation to employees so they have a high work ethic and morale, and are diligent in their work. Work motivation is the drive, both from others and from within oneself, to carry out work consciously and enthusiastically to achieve predetermined targets. Higher work motivation will result in higher employee performance. Employees will perform well if they have goals, objectives, needs, hopes, desires, a suitable work environment, encouragement, and incentives, supported by strong work skills. Therefore, providing motivation and enhancing employee skills can improve performance, enabling the company to survive in an era of intense competition.

The research gap regarding the Work Motivation variable is a study conducted by [Hasanah and Pramudena \(2021\)](#), which showed that Leadership, Work Motivation, and Work Discipline had a significant partial and simultaneous influence on Employee Performance. This study is inconsistent with the research conducted by [Handayani and Arrosid \(2021\)](#), which showed that Leadership partially influenced Employee Performance, while Work Motivation had no effect. Simultaneously, Leadership Style and Work Motivation significantly influenced Employee Performance. Work Discipline is also an equally important aspect in supporting Employee Performance. High work discipline can create order and accuracy in carrying out assigned tasks. Conversely, low work discipline will impact work quality and timeliness, which can be detrimental to the organization as a whole. According to [Agustini \(2019\)](#), work discipline is an attitude of obedience to applicable rules and norms in a company in order to increase employee determination in achieving company/organizational goals.

The research gap between work discipline and employee performance in [Maksum \(2023\)](#) study indicates that work motivation has a positive and significant effect on employee performance at the Transportation Unit of the Surakarta Transportation Agency, a company in the transportation sector. Work discipline has a positive and significant impact on employee performance at the Transportation Unit of the Surakarta Transportation Agency, while compensation also has a significant positive effect. Simultaneously, work motivation, work discipline, and compensation have a positive impact on employee performance at the Transportation Unit of the Surakarta Transportation Agency. This is inconsistent with research conducted by [Permana and Pracoyo \(2021\)](#). The results of the study show that Work Motivation has a positive effect on Employee Performance, while Work Discipline does not have a significant impact. Financial impact compensation also has a positive effect on Employee Performance. Research conducted by [Saputro \(2023\)](#) showed that leadership significantly influences employee performance, while work motivation also plays a role. In contrast, work discipline has no significant effect on employee performance. Simultaneously, leadership, work motivation, and work discipline significantly influence employee performance. However, this finding contradicts research conducted by [Hiya and Syarif \(2023\)](#), which showed that partially, leadership style, work discipline, and work motivation significantly influence employee performance at PT. Siantar Top, Tbk., while simultaneously, leadership style, work discipline, and work motivation significantly influence employee performance. Research conducted by [Saryadi, Arafat and Destiniar \(2022\)](#) showed that neither partial nor simultaneous leadership style, motivation, and work discipline had any effect on teacher performance.

The South Sumatra Light Rail Transit (LRT) is a rapid transit system operating in Palembang. This transportation system connects Sultan Mahmud Badaruddin II International Airport to the

Jakabaring Sports Complex. The construction of the Light Rail Transit (LRT) will serve as a supporting transportation facility for residents of Palembang and the surrounding area, as well as for spectators and international athletes competing in South Sumatra. PT Kereta Api Indonesia Regional Division III Palembang operates the South Sumatra Light Rail Transit (LRT). This LRT is the first modern light rail system in Indonesia to be managed practically. Another factor prompting researchers to study this company further is the lack of research that comprehensively examines the influence of these variables in the context of urban transportation in Indonesia, particularly in South Sumatra. This research limitation connects these factors in a practical and integrated manner to improve employee performance in public service companies. Therefore, this study aims to address this gap by focusing on the simultaneous influence of Work Motivation, Work Discipline, and Leadership on Employee Performance within the South Sumatra LRT. The results can provide a more relevant and specific picture and solutions for human resource development in this sector. Overall, employee performance at the South Sumatra Light Rail Transit (LRT) can be measured through productivity, service quality, and customer satisfaction, all of which are influenced by the leadership style implemented by management. Based on initial observations, there are 265 employees spread across five branches: Pundi Kayu Station, RSUD Station, Garuda Dempo Station, Demang Station, and Bumi Sriwijaya Station. From these five branches, we identified several problematic phenomena that will be described in each variable. In terms of work motivation, employee motivation remains low due to the lack of rewards for high-performing employees and strict punishment for employees who violate company regulations or policies. Furthermore, there is a lack of firm follow-up from management to impose sanctions for delays or suboptimal work performance compared to set targets. There is also a lack of rewards that can motivate employees to compete and excel. There are still many customer complaints about the service, with three to four complaints received per week. Work Discipline is found to be a phenomenon where many employees are not punctual in attending the official roll call, some even skip the official roll call, even though this activity is one of the initial activities in order to discuss and evaluate obstacles and services that occur in the field, there are still employees who are late and procrastinate so that the opportunity for rest time for subsequent employees is reduced in this case employees are given rest time in turns, employees leave work during working hours, there are still many employees who work not according to SOP, employees are still lacking discipline in complying with all regulations in the agency or still lack responsibility in work and there are still employees arriving late during morning roll call or entering the office, time management is not efficient, some employees still often arrive late especially on weekends (Saturday / Sunday). Leadership Variables identified a phenomenon where leaders, when responding to employee complaints,, only listen to one side without consulting other employees, leading to decisions that are detrimental to employees. Based on these phenomena, leaders play a crucial role in increasing employee work motivation. They act as motivators for all employees, guiding them to establish positive and harmonious relationships with both fellow employees and superiors at the South Sumatra Light Rail Transit (LRT) to achieve company goals. This situation indirectly reduces employee motivation to perform their jobs, indirectly leading to employee indiscipline. Based on preliminary data obtained regarding the performance of South Sumatra Light Rail Transit (LRT) employees, as measured by comparing the performance targets agreed upon in the 2024 performance agreement with the target performance, several indicators remain unmet, such as the percentage of customer satisfaction with the service provided by South Sumatra Light Rail Transit (LRT) employees, which has not yet met the target. The Employee Performance Diagram above shows that 32% of employees

successfully contributed to the company exceeding their set targets, 38% achieved their desired targets, and 30% still fell short of the company's targets. This is evidenced by numerous customer complaints about the quality of transportation services provided. Many jobs are not completed on time because employees often procrastinate and arrive late, delaying work completion. This is why the target achievement percentage in 2024 reached only 70%, with 30% of the goals still not meeting the performance target.

2. Literature Review

The Influence of Work Motivation, Work Discipline, and Leadership on Employee Performance. According to [Kasmir \(2019\)](#), several factors influence performance, including ability and expertise, knowledge, work planning, personality, motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. [Afandi \(2021\)](#) states that the factors influencing performance are ability, clarity and acceptance, motivation level, competence, work facilities, work culture, leadership, and work discipline. Many factors can contribute to declining employee performance, including low employee motivation, particularly in areas such as responsibility, work performance, and opportunities for advancement. Furthermore, there are issues with work discipline, including a lack of employee awareness about the importance of arriving at the office on time, completing tasks promptly, and using work time as effectively and efficiently as possible. The final factor is leadership, where leaders fail to enforce regulations firmly and lack an emotional approach to employees, resulting in a lack of harmony between them and their teams. Leaders lack wisdom in making decisions regarding sanctions imposed on employees. When conflicts arise between employees, leaders often fail to educate fairly and only listen to one side of the story, which creates a gap between employees and results in less harmonious teamwork. This is supported by research conducted by [Saputro \(2023\)](#), which shows that leadership significantly influences employee performance, while work motivation also has a significant impact, and work discipline has an insignificant effect on employee performance. Meanwhile, leadership, work motivation, and work discipline significantly influence employee performance. However, this is inconsistent with research conducted by [Hiya and Syarif \(2023\)](#), which shows that partially, leadership style, work discipline, and work motivation significantly influence employee performance at PT. Siantar Top, Tbk., while simultaneously, leadership style, work discipline, and work motivation significantly influence employee performance. In a study conducted by [Saryadi, Arafat and Destiniar \(2022\)](#), the results showed that neither partial nor simultaneous leadership style, Work Motivation, nor work discipline influenced Teacher Performance.

The Influence of Work Motivation on Employee Performance. According to [Kasmir \(2019\)](#), several factors influence performance, one of which is work motivation. According to [Wibowo \(2018\)](#), work motivation is the driving force behind a series of human behavioral processes toward achieving goals. The phenomenon occurring at the South Sumatra Light Rail Transit (LRT) is the lack of work motivation among employees. This is evident in the ongoing complaints received by the agency, the low level of employee desire to improve their work performance, and the limited opportunities for advancement due to some employees' lack of initiative, innovation, or expressing opinions. Employee work motivation remains low due to the lack of rewards for high-performing employees and the lack of strict punishment for employees who violate company regulations or policies. This is supported by research conducted by [Hasanah and Pramudena \(2021\)](#), whose results showed that Leadership, Work Motivation, and Work Discipline had a significant partial and simultaneous influence on

Employee Performance. This finding is inconsistent with research conducted by [Handayani and Arrosid \(2021\)](#), whose results showed that Leadership partially influenced Employee Performance, while Work Motivation had no effect. Simultaneously, Leadership Style and Work Motivation significantly influenced Employee Performance.

The Influence of Work Discipline on Employee Performance. According to [Kasmir \(2019\)](#), one of the factors influencing Employee Performance is Work Discipline. According to [Agustini \(2019\)](#), Work Discipline is an attitude of obedience to applicable rules and norms within a company to enhance employee steadfastness in achieving organizational goals. The Work Discipline phenomenon is evident in employees' ongoing failure to comply with all agency regulations. For instance, some employees slack off at work, arriving late for morning roll call and using time ineffectively. Employees often delay break time. Some employees are still not on time for the roll call, and some even skip it, even though this is one of the initial activities to discuss and evaluate obstacles and services that occur in the field. Some employees are still late and delay their work time, leave during working hours, and many still do not work according to the SOP. Employees still lack discipline in complying with all agency regulations and responsibility in their work. Some employees still arrive late for morning roll call and enter the office. Time management is inefficient, and employees often delay break time, reducing the opportunity for subsequent employees to rest. In this case, employees are given rest time in turns. Another phenomenon that researchers found regarding time is that some employees still often arrive late, especially on weekends (Saturday/Sunday). This is supported by research conducted by [Maksum \(2023\)](#), the results of the study show that partially work motivation has a positive and significant effect on Employee Performance at the UPT Transportation of the Surakarta Transportation Service which is a company engaged in the transportation sector, Work Discipline has a positive and significant effect on Employee Performance at the UPT Transportation of the Surakarta Transportation Service and Compensation has a considerable positive impact on employee performance and simultaneously Work Motivation, Work Discipline and Compensation have a positive effect on Employee Performance at the UPT Transportation of the Surakarta Transportation Service. This is inconsistent with research conducted by [Permana and Pracoyo \(2021\)](#). The results of the study show that Work Motivation has a positive effect on Employee Performance, while Work Discipline does not have a significant effect. Financial compensation also has a positive impact on Employee Performance.

The Influence of Leadership on Employee Performance. According to Busro (2018), leadership is the ability to influence others and change behavior to achieve common goals. Through ability, innovation, ideas, behavior, and leadership, an individual can lead an organization to achieve its goals. This aligns with [Robbins and Judge \(2017\)](#) opinion that leadership is the ability to influence a group toward achieving goals. This leadership phenomenon is evident in the lack of firm follow-up from leaders to impose sanctions for delays or suboptimal work compared to assigned targets, as well as the absence of rewards that can motivate employees to compete and excel. When dealing with complaints, leaders often listen to only one side of the story without clarifying with employees, which can lead to decisions that are detrimental to them. This is supported by research conducted by [Adam \(2023\)](#), the results of the study show that leadership has a positive and significant effect on Organizational Culture, Work Discipline has a positive and significant effect on Organizational Culture, and leadership has a positive and significant effect on Employee Performance, Work Discipline has a positive and significant effect on Employee Performance, Organizational Culture has a positive and significant effect on Employee Performance and simultaneously Leadership, Organizational Culture, Work

Discipline have a significant effect on Employee Performance at PT. Multi Sarana Agro Mandiri. This is inconsistent with research conducted by [Wijaya, Yulia and Ones \(2023\)](#), which shows a positive and significant effect of Financial Compensation on Employee Performance. There is a positive and insignificant effect of Leadership Style on Employee Performance. There is a positive and significant effect of Work Motivation on Employee Performance. There is a positive and significant effect of the combination of Financial Compensation, Leadership Style, and Work Motivation on Employee Performance.

3. Research Method

This research was conducted at the South Sumatra Light Rail Transit (LRT) Office, located at Jalan Kartini No. 3, Talang Semut, Bukit Kecil District, Palembang City, South Sumatra 30126. The South Sumatra Light Rail Transit (LRT) has five second-class stations: Puntikayu Station, RSUD Station, Garuda Dempo Station, Demang Station, and Bumi Sriwijaya Station. The research method used was quantitative. The dependent variable was performance (Y), with indicators of work quality, quantity, and employee relations. The independent variables were motivation (X1), discipline (X2), and leadership (X3). Motivation indicators included responsibility, work performance, and opportunities for advancement. Discipline indicators included attendance, adherence to work regulations, and adherence to work standards. Leadership indicators included satisfaction with supervisory positions, leadership intelligence, and initiative. In this study, the population type used is a finite or limited population, namely all 186 Fixed Term Employment Agreement (PKWT) employees working at the South Sumatra Light Rail Transit (LRT). The sample used in the study at the South Sumatra Light Rail Transit (LRT) Office is 127 employees. Meanwhile, the method used is Cluster Sampling. The data collection method used in this study is a questionnaire, consisting of respondents' answers to a series of questions about the influence of Work Motivation, Work Discipline, and Leadership on Employee Performance at the South Sumatra Light Rail Transit (LRT) Office, according to the indicators used by the researcher. The data analysis model used is ordinary least squares (OLS).

4. Findings and Discussions

This multiple linear regression analysis was used to determine the influence of work motivation, work environment, and work discipline on employee performance. The results of the multiple linear regression analysis can be seen in the following table.

Table 1. Regression Result

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	22.170	2.853	
Motivation	.338	.066	.428
Discipline	.032	.063	.046
Leadership	.006	.063	.008

a. Dependent Variable: Employee Performance

Based on the results of the multiple linear regression test, the following results were obtained:

$$Y = 22.170 + 0.338 X1 + 0.032 X2 + 0.006 X3.$$

The constant value is 22.170, indicating that if Work Motivation, Work Discipline, and

Leadership are equal to zero, employee performance remains at 22.170. Work Motivation has a regression coefficient of 0.338. This indicates that each increase in motivation will increase employee performance by 0.338, assuming other variables remain constant. Work Discipline has a regression coefficient of 0.032. This indicates that each increase in Work Discipline will increase employee performance by 0.032, assuming other variables remain constant. Leadership has a regression coefficient of 0.006. This indicates that each increase in the Leadership variable will increase employee performance by 0.006, assuming other variables remain constant.

The F-test is used to determine whether the variables Work Motivation, Work Discipline, and Leadership collectively influence employee performance. The results are shown in the following table.

Table 2. F-test

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	141.678	3	47.226	10.428	.000 ^b
	Residual	570.599	126	4.529		
	Total	712.277	129			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Motivation, Discipline, Leadership

Determining the F-table with a 95% confidence level and an error rate (α) of 5% = 0.05, with degrees of freedom (df) $V1 = k-1 = 4-1 = 3$ and $V2 = 127-4 = 123$, so the F-table = 2.68. Based on the results of the F Test (ANOVA), it can be seen that the F-value is 10.428, which is greater than the F-table value of 2.68, with a Significance level of $F\ 0.000 < 0.05$. Therefore, H_{a1} is accepted, indicating a significant influence of Work Motivation, Work Discipline, and Leadership on LRT Employee Performance.

The t-test aims to test the independent variable partially/individually against the dependent variable, with the following results.

Determine the t-table with a 95% confidence level and a 5% error rate (α) of 0.05 and degrees of freedom (df) = $n-k$. Therefore, (df) = $0.05/2\ (127-4)$ or (df) = 0.025 (123), so the t-table value is 1.97. Based on the (partial) t-test, the following can be seen:

Table 3. t-test

Model		t	Sig.
1	(Constant)	7.770	.000
	Motivation	5.083	.000
	Discipline	.501	.617
	Leadership	.092	.927

a. Dependent Variable: Employee Performance

a) The calculated t-value for Work Motivation (X_1) is $5.083 > t\text{-table } 1.97$ with a significance level of $0.000 < 0.05$ (significant). Therefore, H_{a2} is accepted, indicating an essential influence of work motivation on the performance of South Sumatra Light Rail Transit (LRT) employees.

The partial hypothesis test results indicate a significant influence of motivation on employee performance at the South Sumatra Light Rail Transit (LRT). These results demonstrate that employee motivation determines their performance. High motivation encourages employees to work productively and achieve organizational goals. In this study, work motivation was shown to contribute significantly to employee performance. This suggests that employees who feel valued will have a greater desire to perform optimally. These research findings align with the theory proposed by [Kasmir \(2019\)](#) that one of the factors influencing employee performance is work motivation. A previous study conducted by [Hasanah and Pramudena \(2021\)](#) showed that leadership, work motivation, and work discipline had a significant partial and simultaneous influence on employee performance. This contrasts with the research conducted by [Handayani and Arrosid \(2021\)](#), which showed that leadership partially influenced employee performance, while work motivation did not. Simultaneously, leadership style and work motivation significantly affect employee performance. Based on the research results, the researchers recommend that companies focus more on employee responsibilities by providing clear task explanations and delegating tasks to prevent employees from feeling irresponsible for their assigned duties. Furthermore, it is necessary to motivate employees to foster a strong desire to excel. Moreover, companies need to provide training programs, clear career plans, and merit-based promotions to encourage employees to improve their skills and knowledge, ultimately enhancing employee performance. If these improvements are implemented, employee performance can be improved, ensuring that the work they complete meets all stakeholders' expectations, achieves company-set targets, and fosters a comfortable environment for providing feedback or suggestions to colleagues.

b) The calculated t value for Work Discipline (X2) is $0.501 < t \text{ table } 1.97$ with a sig.t level of $0.000 < 0.05$ (significant), so Ha3 is rejected, meaning there is no significant influence of Work Discipline on the Performance of South Sumatra LRT (Light Rail Transit) Employees. The results of a partial hypothesis test indicate no significant effect of work discipline on employee performance in the South Sumatra Light Rail Transit (LRT) office. A previous study conducted by [Permana and Pracoyo \(2021\)](#) showed that work motivation had a positive effect on employee performance, while work discipline did not significantly influence it. Additionally, financial compensation also had a positive impact on employee performance. In contrast to the research conducted by [Maksum \(2023\)](#), the results showed that partially, work motivation had a positive and significant effect on employee performance at the Transportation Unit of the Surakarta Transportation Agency, a company engaged in the transportation sector. Work discipline had a positive and significant impact on employee performance at the Transportation Unit of the Surakarta Transportation Agency, while compensation also had a significant positive effect. Work motivation, work discipline, and compensation simultaneously had a positive impact on employee performance at the Transportation Unit of the Surakarta Transportation Agency. Based on the research results, researchers suggest that companies should pay more attention to employee work discipline to improve employee performance.

c) The calculated t value for Leadership (X3) is $0.092 < t \text{ table } 1.97$ with a sig.t level of $0.000 < 0.05$ (significant), so Ha4 is rejected, meaning there is no significant influence of Leadership on the performance of South Sumatra LRT (Light Rail Transit) employees. The results of a partial hypothesis test indicate no significant effect of work discipline on the performance of South Sumatra Light Rail Transit (LRT) employees. Based on the research results, the researcher recommends that company leaders serve as good role models and implement fair rewards and punishments for employees, particularly regarding employee attendance. This

includes implementing firm and fair policies regarding work rules, conducting regular supervision, and providing feedback to ensure employee compliance. These improvements can enhance employee performance by ensuring that the work they complete is of satisfactory quality for all stakeholders, meeting organizational targets, and helping them feel comfortable providing feedback or suggestions to coworkers.

5. Conclusion

There is a significant influence of Work Motivation, Work Discipline, and Leadership on the performance of South Sumatra Light Rail Transit (LRT) employees. 1. Regarding Employee Performance, South Sumatra Light Rail Transit (LRT) employees should pay attention to issues related to Work Motivation, Work Discipline, and Leadership, as these significantly impact Employee Performance. 2. Regarding Employee Motivation, South Sumatra Light Rail Transit (LRT) employees should pay attention to and provide support to employees to foster a strong desire to excel. Furthermore, training programs, clear career plans, and merit-based promotions are needed to encourage employees to enhance their skills and knowledge, thereby improving employee performance. 3. Regarding Employee Discipline, South Sumatra Light Rail Transit (LRT) employees should pay attention to and reinforce established company regulations and impose strict sanctions for violations. They should also monitor employee attendance by implementing a firm and fair policy regarding work rules. 4. Regarding Leadership, South Sumatra Light Rail Transit (LRT) employees should implement a monitoring system and provide regular feedback to ensure employees adhere to regulations and that leaders serve as role models for their employees.

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