

The Effect of Democratic Leadership Style, Loyalty, and Career Development on Employee Performance Pt POS Indonesia KCU Semarang

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Abstract

Human resources (HR) are an important asset for companies that cannot be separated. This study aims to investigate the influence of Democratic Leadership Style, Loyalty, and Career Development on Employee Performance. The research method employed is quantitative, utilizing primary data collected through a questionnaire. Hypothesis testing was conducted using multiple regression analysis with the assistance of SPSS 26. The results of this study demonstrate that: Democratic Leadership Style does not significantly influence Employee Performance, as evidenced by the significance value (sig) in the t-test being $0.22 > 0.05$, Loyalty has a positive and significant influence on Employee Performance, as evidenced by the significance value (sig) in the t-test being $0.000 < 0.05$, Career Development does not influence Employee Performance, as evidenced by the significance value (sig) in the t-test being $0.172 > 0.05$. Simultaneously, Democratic Leadership Style, Loyalty, and Career Development have a significant positive effect on employee performance, as evidenced by the significance value of $0.000 < 0.05$, as well as the calculated F value of $42.438 > F\text{-table } 2.66$.

Keywords: Democratic Leadership Style, Loyalty, Career Development, Employee Performance