

ABSTRACT

The purpose of this study is to assess how PT. Valbury Asia Futures Semarang employees perform in relation to work discipline, leadership style, and intrinsic work motivation. A quantitative approach was applied using a survey method, with data collected through questionnaires distributed to 38 employees who comprised the study population. Multiple linear regression was used to examine the data in order to identify both partial and simultaneous effects between the variables.

The findings reveal that work discipline, leadership style, and intrinsic motivation all have a significant simultaneous effect on employee performance. Partially, work discipline emerges as the most significant factor, followed by intrinsic motivation and leadership style. These findings emphasize the importance of consistent discipline implementation, effective leadership styles, and fostering intrinsic motivation to improve employee performance.

This study provides recommendations for company management to prioritize managing work discipline, improving adaptive leadership styles, and creating a work environment that supports the enhancement of employees' intrinsic motivation.

Keywords: *Work Discipline, Leadership Style, Intrinsic Work Motivation, Employee Performance, PT. Valbury Asia Futures Semarang*