

Volume: 5
Number: 1
Page: 1281 - 1287

Article History:

Received: 2026-05-19
Revised: 2026-06-27
Accepted: 2026-07-08

THE INFLUENCE OF LEADERSHIP STYLE AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT HOLIDAY INN RESORT BARUNA BALI

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Abstract:

The increasingly competitive growth of the hospitality industry requires organizations to manage their human resources effectively in order to achieve organizational goals. Employee performance is a crucial factor that determines an organization's success in delivering high-quality services and maintaining its competitive advantage. However, based on preliminary observations at Holiday Inn Resort Baruna Bali, indications of suboptimal employee performance were still identified, which are presumed to be influenced by leadership style and work discipline. This study aims to determine the effect of leadership style and work discipline on employee performance. The population in this study consists of employees of Holiday Inn Resort Baruna Bali, with a sample of 133 respondents. The research method used is quantitative. Data analysis techniques include validity test, reliability test, classical assumption test, multiple linear regression analysis, F-test, and t-test using SPSS version 26. The results of the study indicate that leadership style and work discipline have a positive and significant effect on employee performance. Partially, leadership style has a positive and significant effect on employee performance, and work discipline also has a positive and significant effect on employee performance.

Keywords: Leadership Style, Work Discipline, Employee Performance

INTRODUCTION

The development of the business world in the era of globalization and digital transformation has created increasingly fierce competition in various industrial sectors, including the hospitality industry. This condition requires every company to be able to manage its resources effectively to maintain competitiveness and achieve organizational goals sustainably. Among the various resources a company has, human resources are the most strategic asset because they play a direct role in carrying out operational activities, providing service to customers, and determining the organization's success in achieving predetermined targets (Suhartiningtyas et al., 2022; Susijawati et al., 2024). One company operating in the hospitality sector is Holiday Inn Resort Baruna Bali, a five-star hotel located at Jalan Wana Segara No. 33, Tuban, Kuta, Badung Regency, Bali. This hotel offers complete facilities, such as a swimming pool, spa, restaurant, bar, and direct access to the beach, making it one of the accommodation options for domestic and international tourists. However, based on initial observations, problems related to employee performance that are not fully optimal are still found. This situation is thought to be influenced by the suboptimal implementation of leadership styles in directing and motivating employees, as well as a level of work discipline that still needs to be improved. Therefore, research into the influence of leadership style and work discipline on employee performance at the Holiday Inn Resort Baruna Bali is crucial to determine the extent to which these two factors contribute to improving employee performance and supporting the achievement of organizational goals (Hermawati et al., 2022; Ridwan & Anwar, 2022).



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Desy Mardianty & Agia (2024), and Qurbani & Melisa (2023), which demonstrated that work discipline has a positive and significant impact on employee performance.

The Influence of Leadership Style and Work Discipline on Employee Performance at Holiday Inn Resort Baruna Bali. Based on the F-test results, the calculated F value was $86.698 > F_{table} 3.07$ with a significance level of $0.000 < 0.05$; thus, H_0 was rejected, and H_1 was accepted. These results indicate that leadership style (X_1) and work discipline (X_2) simultaneously have a positive and significant effect on employee performance at Holiday Inn Resort Baruna Bali. This means that the better the leadership style is implemented and the higher the employee's work discipline, the higher the employee performance will be. Conversely, if the leadership style is ineffective and the level of work discipline is low, employee performance tends to decline. This situation indicates that an organization's success in improving employee performance depends not only on the leader's ability to direct and motivate subordinates, but also on employees' awareness of complying with regulations and carrying out their duties responsibly (Suhartiningtyas et al., 2022; Akmalia et al., 2022; Oktavia & Yanuar, 2022; Saryadi et al., 2022).

The results of this study align with Attribution Theory, which explains that individual behavior and performance are influenced by a combination of internal and external factors. In this study, leadership style is an external factor that plays a role in providing direction, motivation, and creating a conducive work environment, while work discipline is an internal factor that reflects an individual's awareness of complying with regulations and carrying out work responsibilities. The synergy between these two factors can drive improvements in work quality, productivity, and the achievement of organizational goals. The results of this study are also consistent with research conducted by Hermawati et al. (2022), Susijawati et al. (2024), and Rizqika et al. (2023), and Setyaningrum and Darsono (2023) who concluded that leadership style and work discipline simultaneously have a positive and significant effect on employee performance.

CONCLUSION

Based on the data analysis and discussion, the following conclusions were drawn:

1. Leadership style has a positive and significant effect on employee performance at Holiday Inn Resort Baruna Bali. This means that a better leadership style will improve employee performance at Holiday Inn Resort Baruna Bali.
2. Work discipline has a positive and significant effect on employee performance at Holiday Inn Resort Baruna Bali. This means that better work discipline will improve employee performance at Holiday Inn Resort Baruna Bali.
3. Leadership style and work discipline have a positive and significant effect on employee performance at Holiday Inn Resort Baruna Bali. This means that a better leadership style and work discipline will improve employee performance at Holiday Inn Resort Baruna Bali.

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