

## LIST OF TABLES OF CONTENT

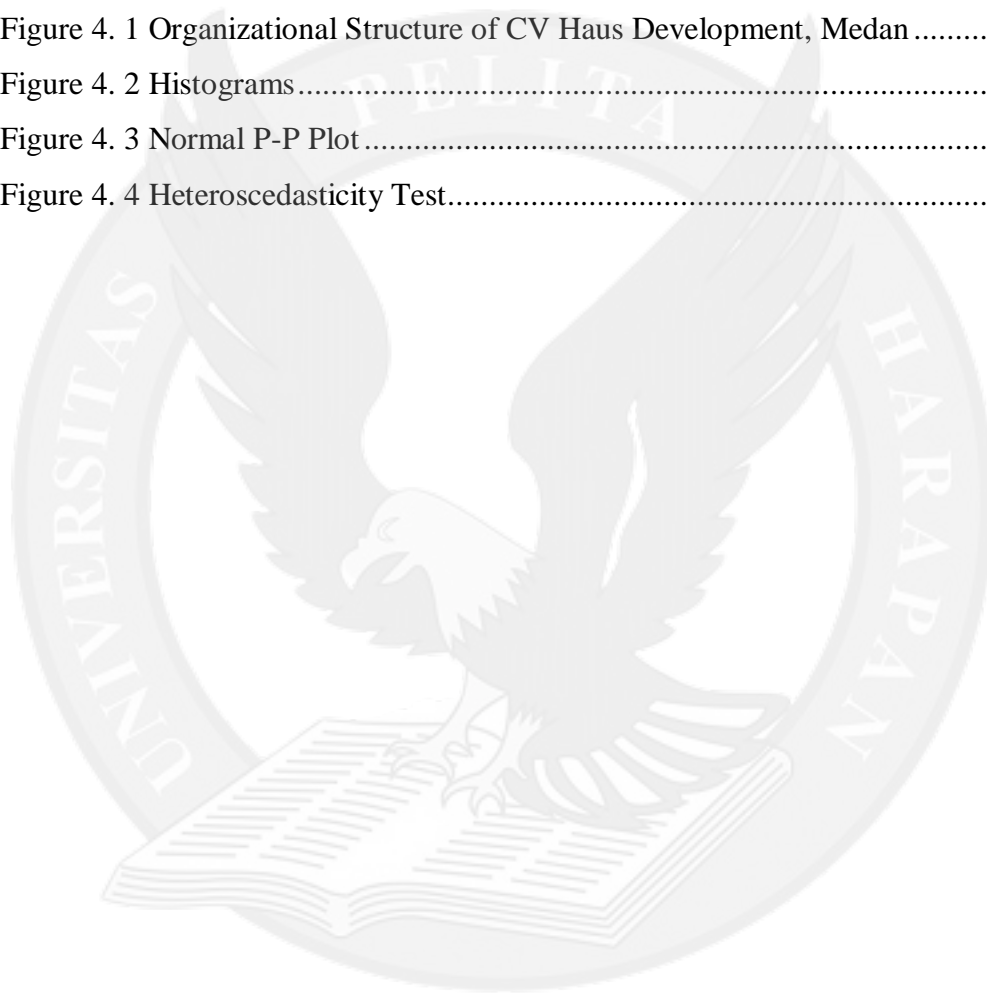
<b>DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT .....</b>	<b>ii</b>
<b>APPROVAL PAGE BY FINAL PAPER ADVISOR.....</b>	<b>iv</b>
<b>APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....</b>	<b>v</b>
<b>LIST OF TABLE OF CONTENT .....</b>	<b>viii</b>
<b>LIST OF FIGURE .....</b>	<b>xiii</b>
<b>LIST OF TABLE .....</b>	<b>xiv</b>
<b>LIST OF APPENDICES.....</b>	<b>xv</b>
<b>CHAPTER I INTRODUCTION .....</b>	<b>1</b>
1.1 Background of the Study .....	1
1.2 Problem Limitation.....	5
1.3 Problem Formulation.....	5
1.4 Objective of the Research.....	6
1.5 Benefit of the Research.....	7
1.5.1 Theoretical Benefit .....	7
1.5.2 Practical Benefit .....	7
<b>CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT .....</b>	<b>28</b>
2.1 Theoretical Background.....	28
2.1.1 Management.....	10
2.1.2 Family Business .....	28

2.1.3	Competence.....	29
2.1.4	Leadership.....	33
2.1.5	Employee Performance (Y) .....	38
2.1.6	The Effect of Competence on Employee Performance .....	41
2.1.7	The Effect of Leadership on Employee Performance .....	41
2.2	Previous Research .....	42
2.3	Hypothesis Development .....	42
2.4	Research Model.....	43
2.5	Framework of Thinking .....	<b>43</b>
<b>CHAPTER III RESEARCH METHODOLOGY .....</b>		<b>45</b>
3.1.	Research Design .....	45
3.2.	Population And Sample .....	46
3.2.1.	Population .....	46
3.2.2.	Sample .....	46
3.3.	Data Collection Method.....	46
3.4.	Operational Definition and Variable Measurement .....	48
3.5.	Data Analysis Method .....	50
3.5.1.	Research Instrument Test.....	50
3.5.2.	Descriptive Statistics .....	52
3.5.3.	Classical Assumption Test .....	55
3.5.4.	Multiple Linear Regression Analysis .....	57
3.5.5.	Determination Test .....	58
3.5.6.	Hypothesis Test.....	59

<b>CHAPTER IV RESEARCH RESULT AND DISCUSSION</b> .....	<b>44</b>
4.1. General Review of Research Object.....	44
4.1.1. Brief Overview of CV Haus Development, Medan .....	44
4.2.1 Descriptive Statistics .....	53
4.2.2 Result of Data Quality Testing.....	69
4.2.3 Result of Hypothesis Testing .....	75
4.3 Discussion .....	78
4.3.1 Effect of Work Competence on Employee Performance .....	78
4.3.2 Effect of Leadership on Employee Performance .....	79
4.3.3 Effect of Work Competence and Leadership on Employee Performance....	80
<b>HAPTER V CONCLUSION</b> .....	<b>84</b>
5.1 Conclusion .....	84
5.2 Recommendation.....	84
<b>REFERENCES</b> .....	<b>88</b>

## LIST OF FIGURES

Figure 1. 1 Employee Attendance Data CV Haus Development, Medan (2021)....	3
Figure 2. 1 Research Model .....	43
Figure 2. 2 Framework of Thinking.....	44
Figure 4. 1 Organizational Structure of CV Haus Development, Medan .....	45
Figure 4. 2 Histograms.....	69
Figure 4. 3 Normal P-P Plot.....	70
Figure 4. 4 Heteroscedasticity Test.....	73



## LIST OF TABLES

Table 1. 1 Employee Attendance Data CV Haus Development, Medan .....	2
Table 1. 1 Employee Attendance Data CV Haus Development, Medan .....	2
Table 1. 1 Employee Attendance Data CV Haus Development, Medan .....	2
Table 4.1 Validity of Competence ( $X_1$ ) .....	51
Table 4. 2 Validity of Leadership ( $X_2$ ) .....	51
Table 4. 3 Validity of Employee Performance (Y).....	51
Table 4. 4 Reliability Test for Competence ( $X_1$ ).....	52
Table 4. 5 Reliability Test for Leadership ( $X_2$ ).....	52
Table 4. 6 Reliability Test for Employee Performance (Y) .....	53
Table 4. 7 Characteristics Based on Age .....	54
Table 4. 8 Results for Each Question of Competence .....	54
Table 4. 9 Results for Each Question of Leadership .....	57
Table 4. 10 Results for Each Question of Employee Performance .....	61
Table 4. 11 Descriptive Analysis for Competence .....	64
Table 4. 12 Interval Class for Competence .....	65
Table 4. 13 Descriptive Analysis for Leadership .....	66
Table 4. 14 Interval Class for Leadership .....	66
Table 4. 15 Descriptive Analysis for Employee Performance .....	67
Table 4. 16 Interval Class for Employee Performance .....	68
Table 4. 17 Kolmogorov-Sminorv (K-S) test.....	71
Table 4. 18 Multicollinearity Test .....	72
Table 4. 19 Heteroscedasticity .....	73
Table 4. 20 Multiple Linear Regression.....	74
Table 4. 21 Coefficient of Determination .....	75
Table 4. 22 Coefficient Correlation Interpretation .....	76
Table 4. 23 t Test .....	77

## LIST OF APPENDICES

APPENDIX A-1 KUESIONER PENELITIAN .....	A-1
APPENDIX B-1 PRETEST DATA.....	B-1
APPENDIX C-1 SAMPLE DATA.....	C-1
APPENDIX D-1 REGRESSION.....	D-1
APPENDIX E-1 LETTER .....	E-1
APPENDIX F-1 TURNITIN.....	F-1

