

## **ABSTRACT**

*This research attempts to test effect the democratic leadership on employee performance at PT. Dayin Mitra Palembang. The Sample used in this research as much as 25 respondents .The testing of hypotheses use regression analysis linear simple with SPSS Program 17.0.The result of testing said that leadership have negative effects and significantly to employee performance. Based on the adjusted R square of 0,043 means 4,3 % variables employee performance can be explained by the democratic leadership , the remaining 95,7 % described by variabels other aren't pursuing this research.*

**Keywords:** *democratic leadership, and employee performance*