

ABSTRACT

This study is based on the background of the recent gap phenomenon in which the number of incidents of civil servant performance has decreased in various events such as lack of discipline in performing tasks, and it is related to the lack of supervisory leadership, lack of understanding to employees to work more Oriented to responsibility and worship, if it is implanted it will appear motivation in employees to work properly and correctly.

The population in this study is civil servants who work in the district office in Grobogan district. Samples taken as much as 75 respondents by using proportional sampling technique is taking samples that consider the considerations of elements or categories in the study population.

The results of this study show that Leadership Consideration, Work Discipline, Work Orientation positively influence the achievement motivation and employee performance, this can be interpreted that if the described in the indicator is increasing, the motivation of achievement and performance of employees will increase, and the influence is greater to Direct influence that is directly to the performance, without passing the achievement motivation. Achievement motivation is not an intervening variable between the influence of leadership considerations with employee performance, work discipline with employee performance, work orientation with employee performance. So that without the achievement motiasi can still improve performance by improving the supervision of leaders to subordinates, provide examples of discipline so that subordinates will carry out the discipline by itself. As well as giving direction to work more because of responsibility and worship is not another factor.

Keywords: *Leadership Consideration, Work Discipline, Work Orientation, Achievement Motivation, Performance.*