

## **ABSTRACT**

*This study aims to determine the effect of leadership style, internal control system (ICS) and procedural justice on employee performance. Based on purposive sampling method, this study used a sample of 50 respondents who worked at the Cakra Husada Hospital Klaten. The results of this study aimed to determine whether the leadership style, internal control system (ICS) and procedural justice affect employee performance. This study uses primary data from the questionnaire. The data was analyzed using multiple regression analysis which was processed through SPSS 22.*

*The results of this study indicate that the leadership style, internal control system and procedural justice affect the employee performance*

*Keywords: leadership style, internal control system (ICS), procedural justice, employee performance.*