

SMEs Performance optimization Malang Raya based Leadership.

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- **Abstract:** This study examines the influence of leadership on performance quality, SME employees in Malang Raya. The research population is an employee of MSMEs in Malang Raya. Significant direct effects are found in variable relationships, i.e., leadership L (X) to the quality of work-life (M1) and employee engagement (M2); and Leadership (X), work quality (M1), and employee engagement (M2) on the Human Resources (Y) working ability. Considering that the sign of the relationship coefficient is positive. For example, the more leadership level (X), the higher the quality of employee work (M1). Humans as employees, are factors in competitiveness. Human resources have a role in improving SME's development, so it is necessary to consider the leadership of the Organization to increase the work of SME employees, employees as a buffer production process so it is important to optimize SME's work.
- **Keywords:** SME's development, Buffer production process