



The Influence Of Work Environment And Leadership On Employee Performance At The Regional Development Planning Agency (BAPPEDA) Of South Lampung Regency

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Abstract. The success of an organization in achieving its goals depends largely on the behavior and attitudes of people in synergizing various resources including human resources, natural resources, science and technology. In other words, the success of achieving goals depends on the reliability and ability of the people who operate the work units in the organization. People who play important roles in the organization include leadership elements. In order for organizations to reach a high level of performance, they need to ensure that the work environment supports employees. The work environment is everything around employees that can influence them in carrying out their duties. A pleasant work environment, especially during working hours, will influence employee morale and work excellence so that their performance increases. The research objective in this thesis is to examine the influence of the work environment and leadership on employee performance at the South Lampung Regional Development Planning Agency. This research uses a sampling research method with a total of 64 employees as respondents. Analysis was used using quantitative analysis and data processing using the SPSS program. The research results show that the work environment has a positive effect on employee performance with an influence contribution of 33.5%. Furthermore, leadership also has a positive effect on employee performance with an influence contribution of 32.8%. The regression test shows that together there is a positive influence between the Work Environment and Leadership on employee performance. The magnitude of the influence of the two variables X1 and X2 on Y is 38.9%, the remaining 61.1% is influenced by other variables outside this research.

Keywords: *Work Environment, Leadership And Performance.*

INTRODUCTION

Government organizations are established with the aim of providing civil and economic rights services to every citizen. optimal. Likewise, a company organization founded by a group of people certainly aims to gain profit in business. While non-profit organizations such as foundations are established with the aim of community service. In achieving its goals, each organization is influenced by the behavior of the organization itself (Organization Behavior) as a reflection of the behavior and attitudes of the actors in the organization concerned. All actions taken in every activity are initiated and determined by humans who are members of the organization.

The organization requires potential human resource factors, both leaders and employees, in the task and supervision patterns that determine the achievement of company goals. In order for management activities to run well, the organization must have knowledgeable and highly skilled employees and efforts to manage the company as optimally as possible so that

employee performance increases. The success of an organization in achieving its goals depends largely on the behavior and attitudes of people in synergizing various resources including human resources, natural resources, science and technology. In other words, the success in achieving goals depends on the reliability and ability of the people who operate the work units in the organization. The people who play important roles in the organization include the leadership elements. Organizations in order to achieve high performance levels, need to ensure that the work environment supports employees.

The work environment is everything around employees that can influence them in carrying out their assigned tasks. A pleasant work environment, especially during working hours, will affect the spirit and excellence of employees' work so that their performance increases. The Regional Development Planning Agency (BAPPEDA) of South Lampung Regency has the task of assisting the Regent in carrying out supporting functions for Government Affairs which is the authority of the region in the field of planning and other tasks in accordance with policies determined by the Regent based on applicable laws and regulations. The work environment can be divided into three groups. The first is the provision of various facilities for employees, such as computers, air-conditioned rooms, canteens, health services and the provision of toilets. The second group is working conditions.

Arranging good working conditions will improve employee performance. Arranging conditions includes arranging workspace lighting, arranging noise, choosing colors, the required space for movement and employee safety. The third group is employee relations issues. Generally, employees want a pleasant workplace, providing a pleasant workplace means creating a comfortable and happy feeling in working. The work environment can create a binding working relationship between the people in the environment.

The existence of A good and conducive working environment will make employees feel at home in the room and feel happy and enthusiastic to carry out each of their tasks. The working environment where an office is located is an external factor that affects employee work enthusiasm. The working environment has a big influence on an individual, it will have a big effect on what is done. Leadership is a very important factor in influencing organizational performance because leadership is the main activity by which organizational goals can be achieved. The process of leadership covers three factors, namely leader, follower, and situation factors. The interaction of these three factors results in achievement and satisfaction.

The most necessary factor in this case is how a leader has consistent leadership behavior for a particular organization. This means that the success or failure of a leader is determined by the style of attitude and action of the leader concerned, which can be seen from the way a job is done, the way he gives orders, the way he communicates, makes decisions, motivates subordinates, and enforces discipline. Based on temporary observation results, can see a number of indications that show human resources at the Regional Development Planning Agency (BAPPEDA) of South Lampung Regency are not functioning well. The division of tasks that tends to pile up on several employees and does not adjust to competence makes work completion targets become No in accordance with Which has been set. Lack of leadership function like lack of communication between leaders and subordinates related to work tasks. Instructions and directions that should support the implementation of employee performance appear not to have been implemented properly.

Lack of leadership function for employees at work causes a number of work to become No completed in accordance with Which has been determined. It can be seen from the results of the work of many employees who are still not in accordance with the target, both in terms of quality and quantity or in terms of the time of completion of the work. This is due to the unequal distribution of work by superiors, so that the sense of responsibility for the work is not maximized and the lack of initiative in carrying out the work.

LITERATURE REVIEW

Understanding Work environment

The work environment is a very important component when employees carry out work activities. By paying attention to a good work environment or creating work conditions that can provide motivation to work, it will have an impact on the enthusiasm or spirit of employees in working. A conducive work environment provides a sense of security and allows employees to work optimally.

According to Danang (2015) the work environment is everything that is around the workers and that can influence them in carrying out the tasks assigned. According to Sedarmayanti in Desi (2017), the work environment is all the tools and materials encountered, the surrounding environment where a person works, his/her work methods, and his/her work arrangements both as individuals and as a group. The work environment is the atmosphere in which employees carry out their daily activities. A conducive work environment provides a sense of security and allows employees to work optimally.

If employees enjoy the work environment in which they work, then the employee will feel at home in his place of work, doing his activities so that working time is used effectively. On the other hand, an inadequate working environment can reduce employee performance. The work environment is everything that is around the employee and can influence him in carrying out the tasks assigned to him, for example, the presence of air conditioning (AC), adequate lighting and so on. The work environment is something that exists in the workers' environment that can influence them in carrying out their duties such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and the adequacy of work equipment (Isyandi, 2018).

Leadership

Leadership is a way for a leader to influence the behavior of subordinates to cooperate and work productively to achieve organizational goals (Hasibuan, 2017: 170). According to Badeni (2019: 2), Leadership can be defined as a person's ability to influence a group towards achieving a goal. Robbins and Judge (2015:410) state that leadership is the ability to influence a group towards achieving a vision or set of goals.

Kreitner and Kinicki (2017:467) define leadership as a process in which an individual influences others to achieve a common goal. Leadership is about influencing, motivating, and enabling others to contribute towards the effectiveness and success of the organization of which they are members. Leadership is the process of influencing and supporting others to work enthusiastically towards achieving goals (Newstrom, 2020:171). Leadership is an important factor that helps individuals or groups identify their goals, and then motivates them from within to achieve them. Which has set.

From a number of understanding in on, so can It is concluded that leadership is the nature or character or way a person tries to foster and influence a person or group of people to be willing to work together, be committed and loyal. to carry out all activities in accordance with duties and responsibilities to achieve organizational goals.

Leadership Functions

The function of leadership is to guide, direct, guide, build work motivations, drive the organization, establish good communication networks: provide efficient supervision, and bring followers to the desired target, in accordance with the provisions of time and planning. The function of leadership according to Rivai (2018:74) has two dimensions such as:

1. Dimensions relating to the level of ability to direct (Direction) in the actions or activities of the leader.

2. Dimensions related to the level of support or involvement of people who are led in carrying out the main tasks of the group/organization. Based on these two dimensions, then operationally, Leadership can be differentiated into five leadership functions.

Leader Properties

Efforts to assess the success or failure of a leader include observing and recording the characteristics and qualities/quality of his behavior, which are used as criteria for assessing his leadership. According to Tead in Kartono (2019:52) the characteristics of a leader consist of:

1. Physical and mental energy. Almost all leaders have extraordinary physical and spiritual energy, namely having endurance, tenacity, strength or special power that seems like it will never run out. This is coupled with mental strength in the form of fighting spirit, work motivation, patience, inner resilience and extraordinary will to overcome all the problems faced
2. Awareness of purpose and direction. He has a firm belief in the truth and usefulness of all the behaviors he does, he knows exactly where he is going, and it will definitely provide benefits for himself and for the group he leads.
3. Enthusiasm. The work done and the goals to be achieved must be healthy, meaningful, valuable, provide pleasant expectations, provide success and create work enthusiasm.
4. Friendliness and Affection (friendliness and affection). The affection and dedication of a leader can be a positive driving force to do pleasant deeds for all parties. Friendliness has the nature of influencing others and also opens every heart that is still closed to respond to the friendliness.
5. Integrity (wholeness, honesty and sincerity). The leader must be open, feel whole and united, have the same soul and feelings with his subordinates and even feel the same fate and burden in the same struggle.
6. Technical Mastery. Every leader must have one or more specific technical skills, so that he has the authority and power to lead his group.
7. Firmness in making decisions. A successful leader must be able to take decisions in a way appropriate, firm and fast as a result of his wisdom and experience. Furthermore, he was able to convince his members of the correctness of his decisions.
8. Intelligence (Intelligence). The intelligence that every leader needs to have is the ability to see and understand clearly. Good, understand because And consequence incident, find things which are crucial and quickly find a way to solve it in a short time.
9. Teaching skills (teaching skills). A good leader is a teacher who is able to guide, educate, direct, encourage and move his subordinates to do something.
10. Faith . The success of a leader is generally always supported by the trust of his subordinates. That is, the belief that members will definitely be led well, influenced positively, and directed to the right goals.

METHODS

Validity Test

A valid or authentic instrument has high validity, conversely an instrument that is less valid means it has low validity. Validity is a measure Which shows accuracy/ validity or the mainstay of a measuring instrument in research (Supriyanto, 2018:98). An instrument is said to be valid if it is able to measure what is desired. If it expects instruments can reveal data from variables appropriately studied, the validity value of the instrument must be high, or meet the validity value standards that are often used in research.

This validity test is a test of the validity of each item or also called item analysis, which is correlating the value of each item with the total value which is the sum of each item value. This correlation technique has been widely used in research for validity testing. Furthermore, in

interpreting the correlation coefficient value, it is said that the r value is positive and meets the requirements of $r > 0.3$. So if the r value is smaller than 0.3, then the item is invalid and therefore not suitable for use as an instrument.

Reliability Test

Reliability refers to a notion that an instrument is trustworthy enough to be used as a data collection tool because the instrument is good. An instrument that is trustworthy, which is reliable, will produce trustworthy data as well. In this study, the Spearman Brown formula was used to create a label for analyzing statement items.

RESULTS

Data Validity and Reliability Test

This validity test is carried out by testing the level of validity and reliability of the questions-statements submitted in the study. The statement item is said to be valid if $r \text{ count} > r \text{ table}$ and if $r \text{ count} < r \text{ table}$, then the statement item is declared invalid. A measuring instrument is said to be reliable if the measuring instrument is able to provide measurements in accordance with what it has measured and to what extent the measuring instrument is the same as itself (consistency).

Testing of the level of reliability of the questionnaire in this study was carried out using Wrong One package computer program processing data statistics, that is SPSS Version 21.0 using alpha cronbach . A variable is said to be reliable if the alpha coefficient is greater than 0.6.

Results Test Validity And Work Environment Reliability

Validity of the Work Environment variable statement shown in Table 1 are the validity level values for each statement of the Work Environment variable. The highest is 0.832 and the lowest is 0.534. With a confidence level of 95% and a number of n of 20, obtained a value in the r distribution table of 0.4438, then each statement on the Work Environment variable declared to have met the level of validity. Reliability of Work Environment variable statements with The number of samples (N of Cases) is 20 and the number of statement items (N of Items) the total alpha is 0.908. From 10 item statement value alpha if item deleted completely shows reliable, because the value is 10 statement items are greater than 0.60.

Table 1. Validity and Reliability of Work Environment

No Statement	R count	R table	Valid Notes
1	,629	0.4438	Valid
2	,832	0.4438	Valid
3	,757	0.4438	Valid
4	,714	0.4438	Valid
5	,664	0.4438	Valid
6	,536	0.4438	Valid
7	,534	0.4438	Valid
8	,753	0.4438	Valid
9	,626	0.4438	Valid
10	,668	0.4438	Valid

Cronbach's Alpha	N of Items
,908	10

Leadership Validity and Reliability Test Results

The validity of the Leadership variable statement is shown in Table 2. From the table of results of the validity and reliability test, the highest Leadership variable statement is 0.649 and the lowest is 0.446, with a level of trust as big as 95% And amount n is as big as 20. Mark on The r distribution table is 0.4438, so that each statement in the Leadership variable is stated to have met the validity level. Next, in the reliability test, statement on the Leadership variable where the number of samples taken (N of Cases) totals 20 with 10 statement types (N of Items) total alpha has a value of 0.808. Next from 10 The type of alpha value statement if the item is deleted shows overall reliability, because the value of 10 This type of statement has a value greater than 0.60.

Table 2. Validity and Reliability of Leadership

No Statement	R count	R table	Valid Notes
1	,490	0.4438	Valid
2	,530	0.4438	Valid
3	,613	0.4438	Valid
4	,532	0.4438	Valid
5	,452	0.4438	Valid
6	,498	0.4438	Valid
7	,446	0.4438	Valid
8	,644	0.4438	Valid
9	,577	0.4438	Valid
10	,649	0.4438	Valid

Cronbach's Alpha	N of Items
,808	10

Test Validity and Reliability Performance

Validity of Performance variable statement can be seen in Table 3. From the table of validity and reliability test results, the highest Performance variable statement is 0.837. And the lowest that is 0.451. Trust level as big as 95% And amount n 20. The value obtained in the r distribution table is 0.4438, so it can be concluded that each statement in the Performance variable has met the validity level.

Next, in the reliability test, statement on the Performance variable where the number of samples taken (N of Cases) totals 20 with 10 statement types (N of Items) total alpha has a value of 0.900. Furthermore, of the 10 types of alpha value statements if the item is deleted, all of them show reliability, this is because the value of 10 This type of statement has a value greater than 0.60.

Table 3. Validity and Reliability Performance

No Statement	R count	R table	Valid Notes
1	,600	0.4438	Valid
2	,730	0.4438	Valid
3	,777	0.4438	Valid
4	,676	0.4438	Valid
5	,451	0.4438	Valid
6	,837	0.4438	Valid
7	,530	0.4438	Valid
8	,577	0.4438	Valid
9	,691	0.4438	Valid
10	,703	0.4438	Valid

Cronbach's Alpha	N of Items
,900	10

Results Analysis Quantitative

Calculation Influence Environment Work (X 1) To Performance (Y)

Table 4 Coefficient Determination Environment Work to Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.579 a	.335	.325	6.68745	.335	31,282	1	62	.000

In the model summary column based on SPSS version 21 processing, there is an R column (correlation) And Column R Square (influence). From the table can be seen Correlation Coefficient Value between Work Environment with a performance value of 0.579, if seen based on the interpretation table, the value is in the interval (0.400-0.599) Which has meaning level correlation second variable the is "currently And one way it can be interpreted as if the work environment is good then it will have an impact on performance, namely it will increase.

Next, in the table, we can see the Determination Coefficient (KD) = R 2 = has a value of 0.335 or 33.5%. So it can be understood that the Work Environment variable (X1) explains the variation in changes to the Employee Performance variable (Y) of the Regional Development Planning Agency of South Lampung Regency a number of 33.5%, while the rest is explained by other factors not examined in this study. Based on the research results, the following data was obtained on the influence of the work environment on performance:

Table 5. Hypothesis Testing Influence of Work Environment on Performance

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant) 1	19,776	3.331		5.937	.000
X1	.496	.089	.579	5,593	.000

From the results of the t-test, the calculated t-value is 5.937. When compared with the t table at the significant level of 1.66901, then the calculated t is $5.937 > t \text{ table } 1.66901$ so it is concluded that; H_a which states that there is an influence between the Work Environment variables (X 1) towards the Performance variable (Y) of the Agency Regional Development Planning of South Lampung Regency acceptable. So that the Work Environment variable (X 1) influences the Performance variable (Y). Equality regression between Work Environment variable (X 1) to Employee Performance Variable (Y) of the Regional Development Planning Agency of Lampung Regency South is $Y = 19.776 + 0.496X_1$, Which means every increase one point of the Work Environment variable will be followed by an increase in performance variables at the Regional Development Planning Agency of South Lampung Regency by 0.496 points.

Calculation Leadership Influence(X 2) To Performance (Y)

Table 6 Coefficient Leadership Determination to Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.572 ^a	.328	.317	6.72650	.328	30.202	1	62	.000

In the model summary column based on SPSS version 21 processing, there is an R column (correlation) And Column R Square (influence). From the table can be seen The correlation coefficient value between leadership and performance is 0.572, if seen based on the interpretation table, this value is in the interval (0.400-0.599) Which has meaning level correlation second variable the is "low" And in one direction, it can be interpreted that if leadership increases then performance will increase. Next, in the table, we can see the Determination Coefficient (KD) = R^2 = has a value of 0.328 or 32.8%. So it can be understood that the Leadership variable (X2) explains the variation in changes to the Employee Performance variable (Y) of the Regional Development Planning Agency of South Lampung Regency. a number of 32.8%, while the rest is explained by other factors not examined in this study. Based on the research results, data was obtained on the influence of Leadership (X2) on Performance (Y). as follows :

Table 7. Hypothesis Test Influence Leadership to Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16,066	4.045		3,971	.000
X2	.587	.107	.572	5,496	.000

From the results of the t-test, the calculated t value is 3.971. When compared with the t table at a significant level of 1.66901, the calculated t is $3.971 > t \text{ table } 1.66901$ so that concluded that ; H_a Which states that there is an influence between the Leadership variable (X2) and the Employee Performance variable (Y) at the Regional Development Planning Agency of South Lampung Regency. acceptable. So that the Leadership variable (X2) has an effect on the Performance variable (Y). From the regression equation between the Leadership variable (X2) and the Employee Performance variable (Y) of the Regional Development Planning Agency of South Lampung Regency namely $Y = 16.066 + 0.587X_2$ means that Every one point increase in the Leadership variable will be followed by an increase in the performance variable in the Regional Development Planning Agency of South Lampung Regency. by 0.587 points.

Calculation of the Influence of Work Environment (X1) and Leadership (X2) on Performance (Y)

Table 8 Calculation Results using the SPSS program on the Simultaneous Correlation Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.624 ^a	.389	.369	6.46329	.389	19,432	2	61	.000

In column model summary based on processed SPSS version 21 there is a column R (correlation) and Column R Square (influence). Correlation in a way simultaneous Work Environment and Leadership with Performance of 0.624, From the table we can see the correlation relationship between the three variables (Work Environment) and Leadership with Performance) namely "moderate and positive". This shows that the better the Work Environment and Leadership then Performance will increase, and vice versa if the Work Environment and leadership is not running well, then the performance of employees of the Regional Development Planning Agency of South Lampung Regency will decrease. Next, in the table, we can see the Determination Coefficient (KD) = R^2 = has a value of 0.389 or 38.9%. So it can be understood that the Work Environment variable (X2) and Leadership (X2) can explain the Employee Performance variable (Y) a total of 38.9%, while 61.1% is explained by other factors not examined in this study.

Multiple Linear Regression Analysis between Work Environment (X 1) and Leadership (X 2) on Performance (Y)

Table 9. Double Regression Calculation Between Work Environment and Leadership on Performance.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14,526	3.936		3,690	.000
X1	.299	.121	.349	2,480	.016
X2	.335	.144	.327	2.318	.024

From Calculation multiple regression between Work environment And communication on Performance so got equality regression linear multiple : $Y = 14,526 + 0.299X_1 + 0.335X_2$.

1. From table 19, it can be seen that there has been an increase in the value of the Work Environment variable. by one point, it will be followed by an increase of 0.299 points in the Performance variable assuming that other variables do not change.
2. The occurrence improvement mark on Leadership variables as big as One point, then it will be followed by an increase of 0.335 points in the Performance variable assuming the other variables do not change.

DISCUSSION

Work Environment has an influence on employee performance with a coefficient of determination between the work environment on Performance, namely 33.5%. The t-value between the Work Environment on the performance obtained from partial hypothesis testing through the t-test (test) is = 5.937 and the t table value is 1.66901. So it is concluded that the calculated t value is $5.937 > t \text{ table } 1.66901$. From these calculations, a regression equation is obtained between Work environment and the Performance of the Regional Development Planning Agency of the Regency Lampung South as large as $Y = 19.776 + 0.496X_1$, Where shows that every one point increase in the Work Environment variable will be followed by an increase in the Performance variable at the Development Planning Agency. District Area Lampung South as big as = 0.496 points. From this research, it is proven that leadership is one of the factors that influences improving performance. Coefficient of Determination between Leadership on Performance, namely 32.8%. The t-value between Leadership and Performance obtained from partial hypothesis testing through the t-test which is 3.971 And mark t table is 1.66901. So that concluded t - value $3.971 > t\text{-table } 1.66901$. From these calculations, a regression equation was obtained between Leadership and Performance of the Regional Development Planning Agency of South Lampung Regency. as big as $Y = 16.066 + 0.587X_2$, which shows that every one point increase in the Leadership variable will be followed by an increase in the Performance variable at the Development Planning Agency. District Area Lampung South as big as = 0.587 points.

On the performance variable based on respondents' answers Based on the results The ANOVA test or F test was carried out, and the calculated F was 19.432 with a significance level of 0.000, with a probability value of less than 0.05, with an F table value of 3.15, so it can be interpreted that the calculated $F > F \text{ table}$. Thus it can be concluded that Work environment (X_1) and Leadership (X_2) together (simultaneously) influence Employee Performance (Y) at the Regional Development Planning Agency of South Lampung Regency. Seeing this then the hypothesis states: There is an influence between the Work Environment (X_1) and Leadership (X_2) together on Performance (Y) at the Regional Development Planning Agency of South Lampung Regency is provable or acceptable. The results of simultaneous determination show that the Work Environment (X_1) and Leadership (X_2) of employees of the Regional Development Planning Agency of South Lampung Regency affect employee performance by 38.9%. Simultaneous hypothesis testing through the f test (test) obtained the calculated f value between the Work Environment and Leadership together to Performance as big as = 19.432 And f count $19.432 > f \text{ table } 3.15$. so it can be interpreted that $F \text{ count} > F \text{ table}$. Thus it can be concluded that the Work Environment (X_1) and Leadership (X_2) simultaneously influence Employee Performance (Y) at the Regional Development Planning Agency of South Lampung Regency. Seeing this then the hypothesis states: There is an influence between the Work Environment (X_1) and Leadership (X_2) simultaneously on Performance (Y) at the Regional Development Planning Agency of South Lampung Regency. is provable or acceptable.

CONCLUSION

1. The work environment has a real influence on employee performance with a contribution of 33.5%.
2. Leadership has a real influence on employee performance at the Regional Development Planning Agency of South Lampung Regency with a contribution influence of 32.8%,
3. Work Environment and Leadership simultaneously have a significant influence on employee performance at the Regional Development Planning Agency of South Lampung Regency. with a simultaneous influence contribution of 38.9%, the remaining 61.1% is influenced by other factors outside this research or in other words the third hypothesis can be accepted.

LIMITATION

1. The Work Environment Variable based on the lowest respondent's answer is that the work facilities provided in the work environment are quite complete in supporting my work activities. Office facilities and infrastructure should be a serious concern for the organization or office because it is one of the supporting factors for employees in working
2. In the Leadership variable, based on the lowest respondent's answer, the leader's disciplined attitude can be used as an example and role model by all members. Every employee is required to comply with applicable regulations in accordance with government regulations on employee discipline and always loyal and obey the leadership in achieving organizational goals
3. Employee performance variables that need to be based on the lowest respondent's answer is I always do a job skillfully and do not procrastinate. Every employee is expected to be able to do the tasks and work given by the leader to him professionally and measurably and be able to work alone without having to wait for orders from superiors if the work is already the task and function of his position as staff.

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