

The Influence of Leadership and Work Environment on the Performance of Employees of the Manpower and Transmigration Service of Karawang Regency

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Abstract: This study aims to analyze the influence of leadership and work environment on employee performance at the Manpower and Transmigration Office of Karawang Regency, both partially and simultaneously. Using a quantitative approach, the sample used was a purposive sampling technique, as many as 100 employees of the Manpower and Transmigration Office of Karawang Regency and analyzed by multiple linear regression with SPSS version 25. The results showed that leadership has a significant positive influence on employee performance with a t-count of $4.687 > 1.966$ t-table and a significant value of $0.00 < 0.05$, while the work environment does not have a significant influence on employee performance with a t-count of $1.859 < 1.966$ t-table and a significance value of $0.66 > 0.05$. Simultaneously, leadership and work environment have a positive effect on employee performance with an f-count of $28.953 > 2.627$ f-table. Leadership is the main factor in appreciating and encouraging employees to work according to their responsibilities. For further research, it is suggested to expand the scope of government as a whole to provide a deeper influence on employee performance.

Keywords: Employee Performance; leadership; Work Environment

1. Introduction

Some sectors, including the government and private sectors, face increasingly complex challenges in this era of globalization. Management's significant is leadership. Effective leaders are expected to be able to direct and guide employees to achieve the desired performance (Kobar, 2024). In addition, a supportive and conducive work environment also plays an important role in improving employee performance. Performance is the result achieved by employees as a form of participation in the organization (Afandi, 2021). Problems arise when there is a gap between expected employee performance and reality. This gap is likely caused by an imbalance in leadership or lack of support from a supportive work environment. Employee performance is the result of high quality and quantity of workers because they fulfill their duties as assigned by the business to people. Performance is very valuable because it can help the company's long-term strategy and help assess, control, and increase productivity. (Susanti & Mardika, 2021). The following researchers present data on the performance assessment of the Population and Civil Registration Service of Karawang Regency.

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Table 1 Table Service Performance Achievements Power Work And Transmigration
Karawang Regency

No	Strategic Objectives	Indicators	Target	Realization
1	Karawang job seekers who work in Karawang	Power Certified Competency Work	42%	44%
		Level Open Unemployment in Karawang	60%	40%

Source : Department of Manpower and Transmigration in RPJMD 2021- 2026

Based on the table above, it can be seen that all the performance achievements of the employees of the Karawang Regency Manpower and Transmigration Service have not reached the maximum level, especially in meeting the workforce in Karawang, resulting in a spike in unemployment in Karawang, due to the increasing population and problems between leadership and a work environment that does not support will affect their work performance so that the targets they achieve for sustainable or long-term achievements in public services are not achieved. In this case, leadership has a role that is

It is very important in determining employee performance at the Karawang Manpower and Transmigration Service. In this context, leadership not only functions as a director, but also as a motivator that can influence employee enthusiasm and work discipline. In fact, leadership is very important to encourage subordinates to be enthusiastic about working in order to get appropriate work performance and effective work achievement. Effective leadership will have an impact on individual and team performance. direct influence of leadership on employee performance Study by (Nugroho 2021). Such as research (Komang Ayu Suarningsih et al. 2023) which explains that leadership has a positive effect on employee performance. While in research (Mogot et al., 2019, & Posuma., 2013) which states that leadership style does not have a positive and insignificant effect on employee performance. In addition, the leadership problem in the Population and Transmigration Control Service is the low communication and emotional interaction between leaders and subordinates which also contributes to low work enthusiasm. However, in its implementation, there are still many things that are not communicated when there are tasks, meetings or information during ongoing work.

A positive and supportive work environment will provide rewards that are a reason for enthusiasm to work with a supportive and collaborative work atmosphere can increase employee motivation, work enthusiasm, and productivity (Nugroho 2021 & Souisa et al. 2023). To improve a stable work environment in achieving results can create an optimal work environment for career and personal growth. Like research (Wariyadi 2021), which states that the Physical Work Environment has a positive and significant effect on Employee Performance, in contrast to research conducted by (Warongan et al., 2022) shows that the work environment does not have a significant effect on Employee performance. For employees of the Karawang Manpower and Transmigration Service,

improving a comfortable and safe work environment is a good thing so that their work performance is optimal when working in the office.

However, in reality, there are still many factors of employee work performance that are not optimal, to increase the work value of the Service or the scope of government in the public service factor at the Karawang Manpower and Transmigration Service is still considered inadequate because there are still many gaps between leadership and the work environment that have not been met and are not optimal. As in the study (Nugroho 2021 & Souisa et al. 2023) showed a positive relationship between leadership and the work environment, simultaneously on employee performance. Thus, the basic theories of research variables include leadership and the work environment as supporting factors for optimal and stable work performance.

Table 2 Research Gap

Equality Variables	Research result	Researcher (Year)
The Influence of Leadership on Employee Performance	There is a positive influence between leadership on employee performance	(2023)
	No there is Influence between leadership on employee performance	(Mogot et al., 2019 & Posuma., 2013)
Influence Environment Work on Employee Performance	There is a positive influence between leadership on employee performance	(Wariyadi 2021)
	No there is Influence Between Environment Work on employee performance	(Warong) et al., 2022)

Source: Compiled from various sources, 2024

Based on the background and phenomena obtained in the influence of leadership and work environment on employee performance at the Karawang Regency Manpower and Transmigration Service, it has become an increasingly relevant topic in the context of human resource management. Seeing how important the influence of a leader and the work environment in a company/agency is and also influences employee performance, the author is interested in conducting research by raising the title "The Influence of Leadership and Work Environment on Performance Employee Service Power Work And Transmigration of Karawang Regency"

2. Objective Study

- To find out, analyze, and explain the influence of leadership on employee performance at the Manpower and Transmigration Service of Karawang Regency.
- to analyze and explain the influence of the work environment on employee performance at the Manpower and Transmigration Service of Karawang Regency.

- c. To find out, analyze, and explain how big the contribution of leadership is And environment Work in a way simultaneous to improvement performance employee at the Manpower and Transmigration Service of Karawang Regency.

3. Review Library

3.1 Management

According to Griffin (2021), management includes a series of activities such as planning, organizing, leading, and controlling. In this context, there are three dimensions of work quality, initiative and creativity, and work discipline. In addition, there are also two indicators, namely the quality of work results and the level of employee satisfaction. It can be concluded that management is the process of allocating, supervising, and managing human resources in an organization to ensure that they are able to achieve the goals set by the organization.

3.2 Management Source Human Power

According to Sihotang in (Sinambela, LP, 2021) human resource management includes the process of planning, organizing, directing, and supervising various aspects of HR, such as procurement, training, placement, compensation, and maintenance, to achieve individual, community, customer, government, and organizational goals. With this according to Marwansyah in (Cahyawening, 2019) also conveyed that human resource management is the process of planning, organizing, directing, and supervising the procurement, development, compensation, integration, maintenance, and termination of employment to achieve organizational goals in a guided manner, with the dimensions of Human Resource Management being the utilization, development, assessment, reward, and management of individual members of the organization or a group of employees or organization.

3.3 Leadership (X1)

According to Timple 2022 in (Erni Tisnawati 2018) stated that "leadership is a person who applies principles and techniques that ensure motivation, democracy, and productivity as well as working with people, and situations in order to achieve organizational goals". (Rifa'i & Nugroho 2021) shows that inclusive and democratic leadership is increasingly in demand by the millennial generation, who expect leaders to be able to listen to their aspirations and use social media as an effective communication tool. The dimensions of leadership include :

- a. Motivate
- b. democratic
- c. communication
- d. adapt
- e. innovation

Here, leadership can be interpreted as the process of a person's activities to move

others by leading, guiding, influencing others, to do something in order to achieve the expected results.

3.4 Environment Work (X2)

The work environment is an important factor that influences employee performance, especially in government agencies such as the Karawang Regency Manpower and Transmigration Service. In the period 2021 to 2024, various studies show the dimensions of the work environment:

- a. According to (Sadarmayanti, 2021), the physical work environment includes elements such as lighting, air circulation, and room layout, while the non-physical work environment relates to interpersonal relationships and managerial support.
- b. According to (Afandi 2021), non-physical Which There is in around employee moment operate their duties. The work environment includes everything that can affect employee in communication, work atmosphere, and social support, appreciation, job satisfaction.

Research by (Armansyah et al. 2024) confirms that a conducive work environment can increase employee motivation and productivity, while a less supportive environment can... can hinder performance. With thus, create environment Work Good management is very important to ensure that employees can work optimally and achieve organizational goals.

3.5 Performance Employee (Y)

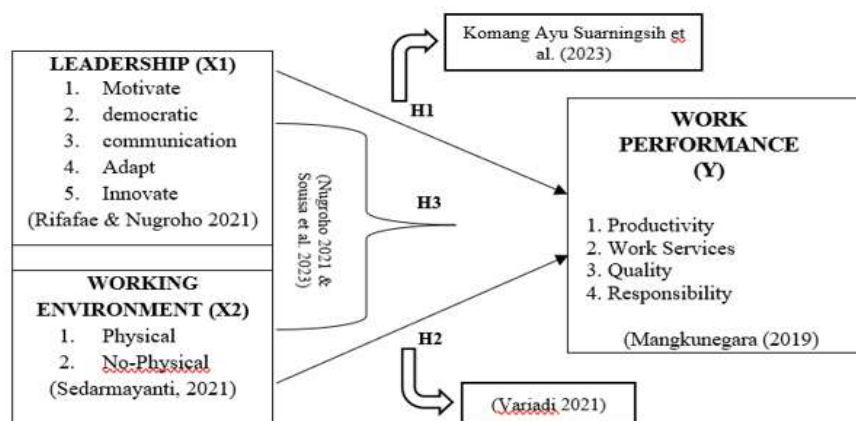
Performance Work refer to on results or achievement Which obtained employee in carrying out their duties and responsibilities within the organization. In the context of the Department of Manpower Work and Transmigration of Karawang Regency between 2021 and 2024, work performance become focus main in effort increase effectiveness service public. Based on Regulation Minister Utilization Apparatus Country And Reformation Bureaucracy No. 8/2021, (Sadarmayanti 2018) to put forward that "Performance is a record of the results produced from a particular job function/activity during a period of time." period time certain, whereas According to (Anwar King & Mangkunegara 2019) to put forward that "Performance is work result in a way quality And quantity Which achieved by a employee in carry out his duties in accordance with not quite enough answer Which given to him". From these two experts it can be concluded that the work performance indicators are:

- a. productivity
- b. work services
- c. quality
- d. responsibility

For this reason, employee performance is the optimal result or achievement obtained in an agency in carrying out tasks and responsibilities.

3.6 Framework Thinking And Hypothesis Study

Based on the study of the framework of thought, a paradigm is proposed in this research as explained in the figure.



Picture 1 Framework

Source: Processed by writer 2024

Based on the framework of thought above, the hypothesis that the author proposes is:

Hypothesis 1 (H1): There is influence Partial Leadership to performance employee Karawang Regency Manpower and Transmigration Service.

Hypothesis 2 (H2): There is influence Partial Environment Work to performance employee of the Karawang Regency Manpower and Transmigration Service.

Hypothesis 3 (H3): There is a simultaneous influence of leadership and work environment on Performance Employee on Service Power Work And Transmigration Regency Karawang.

4. Research Methods

This study uses a quantitative approach using purposive sampling and descriptive techniques. This study was conducted on employees of the Manpower and Transmigration Service of Karawang Regency. The population in this study were 100 employees of the Manpower and Transmigration Service of Karawang Regency. Sampling Using purposive sampling techniques, samples were taken from employees who had worked for at least one year. Information collection in this study involved questionnaires, interviews and observations. Statistical tests using multiple linear regression analysis. SPSS version 25 was used for the processed data. Source triangulation was also used to ensure the validity of the data obtained. The data to be processed is through a questionnaire that will be analyzed to identify patterns and themes that are relevant in accordance with the objectives of the study. The following is the operationalization of the variables in this study:

Table 1 Table Operational variables

Variables	Dimensions	Indicator	Scale Measurement
Leadership Theory: According to Timple 2022 in (Erni Tisnawati 2018) and (Rifa'i & Nugroho (2021))	motivation	1. The leader's ability to motivate employees to work according to their responsibilities. 2. The leader's ability to reward employee achievements.	Likert Item No. : 1,2,3
	democratic	1. The leader's ability to involve employees in decision making. 2. The leader's openness in listening to input and suggestions from employees.	4,5,6
	communication	1. The leader's ability to convey intentions and goals clearly. 2. Effectiveness of communication between leaders and employees in conveying important information.	7,8,9
	adapt	1. The leader's ability to adapt to changing situations in the workplace. 2. The leader's responsibility for challenges and problems that arise in the work environment.	10,11,12
Work environment Theory: (Sadarmayanti, 2021 & Afandi 2021)	innovation	1. The leader's ability to encourage new and innovative ideas from employees. 2. Leader support for experimentation and learning from failure in the team.	13,14,15
	Physique	Cleanliness, Lighting, Air Circulation.	Likert Item No. : 1,2,3,4,5,6,7,
Work Performance Theory: (Sir Mayanti) 2018) & (Anwar King & Mangkunegara 2019)	Non- Physical	Communication, work atmosphere, social support, appreciation, job satisfaction	8,9,10,11,12,13,14,15
	productivity	Quantity of work: The number of tasks or outputs produced in a given period. work quality: The level of quality of work results is in accordance with established standards. punctuality: the ability to complete tasks within a specified time frame.	Likert Item No. : 1,2,3,4,
	Service Work	Responsiveness: Speed in respond to requests or client complaints. Client satisfaction: The level of satisfaction of service users with employee work results. effective communication: the ability to convey information and	5,6,7,8,

		communicate well with clients.	
	quality	Quality standards: Compliance with standard operating procedures (SOP) in carrying out tasks. Innovation : Ability to introduce new ideas that improve the quality of service.	9,10,11
	Not quite enough answer	Accountability: Employee willingness to be responsible for the results of their work work discipline : Level of discipline in carrying out duties and daily responsibilities.	12,13,14,15

5. Research Results And Discussion

This study discusses the Influence of Leadership and Work Environment on the Performance of Employees of the Manpower and Transmigration Service of Karawang Regency. This study involved 100 employees as respondents. In the research process, the author provided a questionnaire in the form of a google form containing a questionnaire to 100 employees of the Manpower and Transmigration Service of Karawang Regency. The researcher presented the data in the form of a percentage based on the majority of answers from each respondent. This presentation aims to facilitate understanding of the findings produced by this study. The gender of employees of the Manpower and Transmigration Service of Karawang Regency is presented in Table 4:

Table 4. Classification of Respondents by Gender

No.	Gender	Frequency	Presentation
1.	Man	53	47.5%
2.	Woman	47	52.5%
Amount		100	100%

Source: Results of Questionnaire Distribution

Based on the table above, it can be concluded that the male respondents were 53 people with a percentage of (47.5%) with female respondents amounting to 47 people with a percentage of (52.5%) of the total respondents. In this study, there were more male employees than female employees.

Table 5 Classification of Respondents by Age

No.	Gender	Frequency	Presentation
1.	19- 40	61	60.4%
2.	40 – 51	39	37.7%
Amount		100	100%

Source: Results of Questionnaire Distribution

Based on the table above, it can be concluded that the respondents in this study

were 61 people aged 19-40 years with a percentage of (60.4%), and 39 people were aged 41-51 years with a percentage of (37.7%).

5.1 Validity Test

Based on the data management process, the validity test of the research variables can be narrated as shown in the following table:

Table 6 Leadership Validity Test Results

Question Items	R Count	R Table	Information
X1.1	0.633	0.361	VALID
X1.2	0.713	0.361	VALID
X1.3	0.555	0.361	VALID
X1.4	0.436	0.361	VALID
X1.5	0.558	0.361	VALID
X1.6	0.537	0.361	VALID
X1.7	0.483	0.361	VALID
X1.8	0.527	0.361	VALID
X1.9	0.425	0.361	VALID
X1.10	0.422	0.361	VALID
X1.11	0.531	0.361	VALID
X1.12	0.572	0.361	VALID
X1.13	0.748	0.361	VALID

Source: Spss Processed Data 25, 2025

Based on table 6 above, it can be concluded that the 13 question items used, the calculated r value is greater than the r table, thus, all questions listed in the table are declared valid.

Table 7 Results of Work Environment Validity Test

Question Items	r Count	R Table	Information
X2.1	0.795	0.361	VALID
X2.2	0.694	0.361	VALID
X2.3	0.709	0.361	VALID
X2.4	0.555	0.361	VALID
X2.5	0.552	0.361	VALID
X2.6	0.524	0.361	VALID
X2.7	0.373	0.361	VALID
X2.8	0.468	0.361	VALID
X2.9	0.444	0.361	VALID
X2.10	0.535	0.361	VALID
X2.11	0.387	0.361	VALID
X2.12	0.479	0.361	VALID
X2.13	0.376	0.361	VALID

Source: Spss Processed Data 25, 2025

Based on table 7 above, it can be concluded that of the 13 questions used, the calculated r value is greater than the r table, and all the questions listed in the table are declared valid.

Table 8 Employee Performance Validity Test Results

Question items	r count	r table	Information
Y.1	0.587	0.361	VALID
Y.2	0.743	0.361	VALID
Y.3	0.700	0.361	VALID
Y.4	0.625	0.361	VALID
Y.5	0.620	0.361	VALID
Y.6	0.499	0.361	VALID
Y.7	0.668	0.361	VALID
Y.8	0.406	0.361	VALID
Y.9	0.509	0.361	VALID
Y.10	0.565	0.361	VALID
Y.11	0.495	0.361	VALID
Y.12	0.511	0.361	VALID
Y.13	0.794	0.361	VALID

Source: Spss Processed Data 25.2025

Based on table 8 above, it can be concluded that the 13 question items used, the calculated r value is greater than the r table. With this, all questions listed in the table above are declared valid.

5.2 Reliability Test

Based on the data processing process in SPSS 25, the research reliability test can be explained as shown in table 9:

Table 9 Reliability Test Results

Variables	Cronbach Alpha	(a)	Information
Leadership (X1)	0.933	0.7	Reliable
Work environment (X2)	0.931	0.7	Reliable
Work performance (Y)	0.943	0.7	Reliable

Source: Processed Data Spss 25, 2025

Based on table 9 above, it can be seen that the average research variable has an acceptable or good level of reliability. With this, the Cronbach's alpha (a) value exceeds 0.7.

5.3 Normality Test

Table 10 Normality Test Results**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	-1.8008293
	Std. Deviation	5.30444554
Most Extreme Differences	Absolute	.086
	Positive	.086
	Negative	-.086
Test Statistic		.086
Asymp. Sig. (2-tailed)		.064 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Spss Processed Data 25, 2025

Based on table 10, it shows sig Asymp 0.064>0.05, normally distributed. Thus, the regression meets normality.

5.4 Multicollinearity Test

Table 11 Multicollinearity Test Results

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	14.982	5.641		2.656	.009		
	Kepemimpinan (X1)	.548	.117	.477	4.687	.000	.624	1.603
	Lingkungan kerja (X2)	.196	.105	.189	1.859	.066	.624	1.603

a. Dependent Variable: Kinerja Pegawai

Source: Spss Processed Data 25, 2025

In table el 11 shows that the Tolerance results on X1 and X2 are 0.624>0.10. While for VIF shows the results of 1.603<10.00. This means that the data does not show any symptoms of Multicollinearity based on the principles of decision making in the Multicollinearity test.

5.5 Heteroskedasticity Test

Table 12 Heteroskedasticity Test Results

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	9.053	3.729		2.427	.017		
	Kepemimpinan (X1)	-.178	.077	-.288	-2.297	.024	.624	1.603
	Lingkungan Kerja (X2)	.092	.070	.165	1.316	.191	.624	1.603

a. Dependent Variable: ABS_RES

Source: Spss Processed Data 25, 2025

Based on the table above, it is known that the results of the heteroscedasticity test with the Gletjer test show that the sig value of the X1 variable, namely leadership, is 0.09, the value obtained is greater than 0.05. so it can be said that this analysis shows no symptoms of heteroscedasticity.

5.6 Multiple Linear Regression Analysis

Table 13 Multiple Linear Regression Test Results

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	14.982	5.641		2.656	.009
	Kepemimpinan (X1)	.548	.117	.477	4.687	.000
	Lingkungan Kerja (X2)	.196	.105	.189	1.859	.066

a. Dependent Variable: TOTAL_Y

In the Multiple Linear Regression Test, the coefficient value listed in section B is 14.982. The constant value (a) is 14.982, the coefficient on leadership is 0.548 & Work environment is 0.196. So it can be calculated as:

$$Y = a + b_1 X_1 + b_2 X_2 + E$$

$$Y = 14.982 + 0.548 + 0.331$$

With the following explanation:

- a. Employee Performance Constant (Y) 14.982 shows that if variables X1 and X2, namely Leadership Level and Work Environment have a value of 0, then employee performance remains at 14.982. In this condition, where there is no change in the independent variable, employee performance remains stable.
- b. The coefficient for the Leadership variable (X1) of 0.548 (54.8%) shows that there is a positive influence on employee performance. Thus, this study does not consider additional variables in its assumptions.
- c. Researcher (2024) "The value of the coefficient for the Work Environment (X2) 0.196 = 19.6% indicates that the Work Environment has a positive effect on employee performance, assuming this study does not consider other variables. Based on this explanation, the Leadership & Work Environment variables affect employee performance".

5.7 T-test

Table 14 t-Test Results

Coefficients ^a								
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error		Beta			Tolerance	VIF
1								
	(Constant)	14.982	5.641		2.656	.009		
	Kepemimpinan (X1)	.548	.117	.477	4.687	.000	.624	1.603
	Lingkungan Kerja (X2)	.196	.105	.189	1.859	.066	.624	1.603

a. Dependent Variable: Kinerja Pegawai

Source: Spss Processed Data 25, 2025

Based on table 4.10 above, it is known that the t-value for leadership is 4.687, which is greater than t Table 3.610. with a significance of $0.00 < 0.05$. So H1 is accepted, which proves that the leadership variable (X1) has a significant influence on employee performance (Y). While the t-value for the work environment is 1.859, which is smaller than t Table 3.610, with a significance of $0.066 > 0.05$. So H2 is rejected, which proves that the work environment variable (X2) has no significant effect on employee performance (Y) of the Manpower and Transmigration Service of Karawang Regency. Leadership plays an important role in an organization because if it does not have leadership, the organization will fall apart. This shows that leadership is a key factor in improving the performance of employees of the Service.

5.8 F test

Table 15 f-test results

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1858.237	2	929.118	28.953	.000 ^b
	Residual	3112.763	97	32.090		
	Total	4971.000	99			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Source: Spss Processed Data 25, 2025

Based on the table above, it can be seen that the f count is 28.953 with a significance of .000. And the f table value is 2.627. The results of the ANOVA management above show that the f count value is $28.953 > f_{Table} 2.627$ with a significance of $0.000 < 0.05$. The f count value is greater than the f table and the significance value is less than 0.05 indicating that leadership (X1) and work environment (X2), simultaneously or simultaneously have an effect and significance on the dependent variable, namely employee performance (Y) so that it can be explained that the hypothesis (H3) is accepted.

5.9 Coefficient of Determination Test

Table 16 F Test Results

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624 ^a	.389	.624	5.594

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y

Source: Spss Processed Data 25, 2025

Based on table 4.12, the value of the coefficient of determination (R^2) can be seen from the Adjusted E Square column, which is 0.624 or equivalent to 62.4%. This value explains that the small influence of the independent variables of leadership (X1) and work environment (X2) on employee performance (Y) while the other 37.7% is influenced by other variables outside the research model.

6. Discussion

The results of the study indicate that the dependent variable (Employee performance) is caused by both independent factors (leadership and work environment). The following is a deeper explanation of the test results and analysis.

6.1 Partial influence of leadership on employee performance

Researchers (2024) based on these findings show that Leadership has a positive impact on employee performance. The results of the hypothesis test show a t-count value

of 4.687 which is greater than the t-table of 3.610 with a significance value of 0.000. So it is concluded that the t-count is $4.687 > 3.610$ t-table, and the significance result is $0.00 < 0.05$, so it can be concluded that H1 is accepted because leadership (X1) has a significant effect on employee performance (Y), this study is supported by research (Koming Ayu Suarningsih et al. 2023).

6.2 Partial influence of work environment on employee performance

Based on the findings of the SPSS version 25 coefficients model analysis, the t-test of the work environment research variable on employee performance obtained a t-count value of 1.859 and a t-table of 3.610 using a significance study of $0.666 > 0.05$. This shows that the coefficient of the work environment variable has a good impact and not enough on the employee performance variable. Therefore, it can be concluded that H2 is rejected, meaning that the work environment (X2) does not have a significant effect on the work performance variable. The results of this study are contrary to the research used as a reference, namely research conducted by (Wariyadi 2021). The findings obtained in this study are similar to those conducted by (Warongan et al., 2022) which shows that the work environment does not have a significant effect on employee performance.

6.3 The Simultaneous Influence of Leadership and Work Environment on Employee Performance.

The results of the simultaneous influence test of the research variables of leadership and work environment on the work performance of the Manpower and Transmigration Service of Karawang Regency, proved significant with an f-count value of $28.953 > f$ table 2.627 and a significance level of 0.000 (p-value < 0.05). This conclusion was obtained from the analysis of the calculation results with SPSS version 25 related to the model coefficients, which means that leadership, work environment simultaneously influence work performance (Y). So that the hypothesis presented in this study can be accepted as true as long as the observations carried out have an influence between the two independent variables studied on the related variables. Employee performance will improve well if leadership and work environment are provided properly.

7. Conclusion And Implications

Based on the research conducted at the Manpower and Transmigration Office of Karawang Regency, it can be concluded that: leadership has a significant and positive influence on employee performance, on the other hand, the work environment partially does not provide a significant influence on employee performance. An organization without leadership will not progress to achieve common goals and improve employee performance. Simultaneously, leadership and the work environment show a significant influence on employee performance, although the contribution of the work environment is relatively small compared to leadership.

The implications of this study indicate the importance of strategic leadership in improving employee performance. Organizational managers are advised to appreciate leadership more and encourage employees to carry out their duties well. Although the work environment does not have a significant direct effect, improving facilities and work atmosphere is still needed. Further research is suggested to cover a wider scope of government in order to deepen understanding of employee development.

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