
The Influence of Leadership and Work Environment on The Performance of Pagedangan Village Office Employees, Pagedangan District, Tangerang District

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ABSTRACT

This study aims to determine the influence of Leadership and Work Environment on the Performance of Pagedangan Village Office Employees, Pagedangan District, Tangerang Regency. The method used in this study uses the associative method. The population in this study were all employees of the Pagedangan Village Office, Pagedangan District, Tangerang Regency. The number of samples used were 98 employees. Methods of data analysis using multiple linear regression. The results of this study indicate that there is a positive and significant influence between leadership partially on the performance of employees of the Pagedangan Village Office, Pagedangan District, Tangerang Regency. The work environment has a partially significant effect on the performance of employees of the Pagedangan Village Office, Pagedangan District, Tangerang Regency.

Keywords: Leadership; Work environment; Employee Performance.

INTRODUCTION

In this modern era, every organization or business needs human resources. Good-natured employees are human resources needed by an organization or business to achieve organizational goals. Therefore, the organization or company should reward highly qualified employees. Organizational success is not only reflected in the services provided and results achieved, but rather in activities, processes, benefits achieved and organizational consequences for the welfare of society. Good performance is reflected in how an organization or business manages its resources to achieve the planned goals, (Dewi & Trihudyatmanto, 2020).

The Pagedangan Village Office is a community service office in the Pagedangan Village area, Pagedangan District, Tangerang Regency, Banten Province, in carrying out its duties in accordance with the Regulation of the Minister of Home Affairs of the Republic of Indonesia Number 2 of 2017 concerning Minimum Village Service Standards, including

among others: a. provision and dissemination of service information; b. provision of population and land data and information; c. granting a certificate; d. service simplification; and e. community complaints. According to the Tangerang Regency Regional Regulation Number 9 of 2014 concerning Villages, the Village Office has duties; administering Village Government, carrying out Village Development, Village community development, and Village community empowerment. In connection with the above, the Pagedangan Village office in carrying out its duties as a service office for the Pagedangan Village community really needs leadership that can mobilize all available resources in achieving the goals of the Village office and its employees. The leadership at the research site is a leader who is democratically elected by the people of Pagedangan Village, but in carrying out their duties, of course, there are rules and policies in place, resulting in a lack of improvisation in carrying out their duties.

Factors that affect performance is leadership. The role of the village head as the leader of village-level government organizations

is very important for the successful implementation of village authority tasks. Village head leadership who leads by example will lead village officials to work well together to achieve high performance in order to achieve organizational goals, (Sekamdo & Prabowo, 2021). Leadership is a person who is carried out in certain situations, and is directed through the communication process towards the achievement of one or several specific goals. Leadership concerns the process of social influence that is deliberately carried out by someone against other people to structure activity and influence within a group or organization (Mariady, 2014).

In connection with the above, the Pagedangan Village office in carrying out its duties as a service office for the Pagedangan Village community really needs leadership that can mobilize all available resources in achieving the goals of the Village office and its employees. The leadership at the research site is a leader who is democratically elected by the people of Pagedangan Village, but in carrying out their duties, of course, there are rules and policies in place, resulting in a lack of improvisation in carrying out their duties.

Another factor that is no less important is the work environment factor, the work environment in an organization is very important for management to pay attention to, even though the work environment does not carry out the production process within a company, the work environment has a direct influence on the employees who carry out the work. A satisfying work environment for employees can improve performance, whereas an inadequate work environment can reduce work motivation and ultimately reduce employee performance (Mariady, 2014). As for the working environment conditions at the Pagedangan Village Office, there are several problems, namely; lighting / light is not bright enough, namely in the work area where the whole room should get good lighting,

The purpose of this study was to determine the influence of Leadership and Work

Environment on the Performance of Pagedangan Village Office Employees, Pagedangan District, Tangerang Regency, either partially or simultaneously.

METHOD

Research conducted by this writer using Quantitative Associative method. This method is called quantitative because the research data is in the form of numbers and the analysis uses statistics. The research design that the authors use is a survey method with a questionnaire tool which is based on the perception of respondents according to the Likert scale. The population in this study were all employees of the Pagedangan Village Office, Pagedangan District, Tangerang Regency. The number of samples used were 98 employees. The data collection method with this questionnaire is done by distributing questionnaires or a list of questions to respondents. To measure variables, it is done by analyzing variable instruments by analyzing the results of the data distributed to the respondents. Variable measurement uses the proposed statement technique and the results of the answers are assessed using a score, each variable is divided into five groups by categorizing it on a Likert scale, namely Strongly Disagree, Disagree, Fairly Agree, Agree and Strongly Agree with score values ranging from 1 to 5 .

The data processing technique used in this study uses multiple linear regression. To determine the effect of X1 and X2 on Y, a multiple linear regression equation is used with the formula:

$$Y = a + b^1X_1 + b^2X_2$$

Where:

Y = Employee Performance

X1 = Leadership

X2 = Work Environment

RESULT and DISCUSSION

Validity test

Table 1. Validity Test Results

Statement	r count	r table	Information
Leadership			
1	0.249	0.195	Valid
2	0.36	0.195	Valid
3	0.399	0.195	Valid
4	0.415	0.195	Valid
5	0.548	0.195	Valid
6	0.442	0.195	Valid
7	0.502	0.195	Valid
8	0.41	0.195	Valid
9	0.556	0.195	Valid
10	0.773	0.195	Valid
Work environment			
1	0.327	0.195	Valid
2	0.468	0.195	Valid
3	0.621	0.195	Valid
4	0.594	0.195	Valid
5	0.616	0.195	Valid
6	0.288	0.195	Valid
7	0.426	0.195	Valid
8	0.426	0.195	Valid
9	0.35	0.195	Valid
10	0.725	0.195	Valid
Employee Performance			
1	0.538	0.195	Valid
2	0.601	0.195	Valid
3	0.446	0.195	Valid
4	0.583	0.195	Valid
5	0.651	0.195	Valid
6	0.687	0.195	Valid
7	0.371	0.195	Valid
8	0.462	0.195	Valid

Based on table 1 above, it can be seen that for each statement on the Leadership, Work Environment, and Employee Performance variables it is valid because the rcount value is > 0.195, thus it can be concluded that all of the statement items really provide accurate and usable data.

Reliability Test

Table 2 Reliability Test Results

No	Variable	Cronbach Alpha	Information
1	Leadership	0.606	Reliable
2	Work environment	0.651	Reliable

t	Employee		
3	Performanc	0.649	Reliable
e			

Based on the summary of the results of the reliability test above, it can be seen that the Cronbach Alpha coefficient value for each variable is > 0.60, so it can be concluded that all the questions in this study are reliable and can be used for further research.

Classic assumption test

Normality test



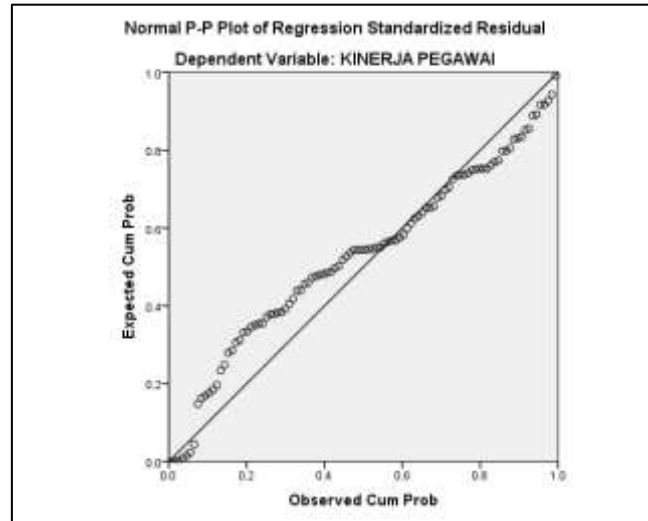


Figure 1 Normality Test Results

Based on the results of the model normality test, the data is normally distributed, because the data seems to spread following the diagonal line.

Multicollinearity Test

Table 2 Multicollinearity Test Results

		Coefficients ^a					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
		B	std. Error	Betas				
	(Constant)	-0.36	3.208		-0.11	0.9		
1	Leadership	0.512	.62	0.566	8,209	0	0.997	1,003
	Work environment	0.428	0.06	0.49	7.105	0	0.997	1,003

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the results of the Collinearity Statistics analysis, it can be seen that the model does not have multicollinearity. This is indicated

by the VIF value of each variable which is less than 10 and tolerance > 0.10.

Heteroscedasticity Test

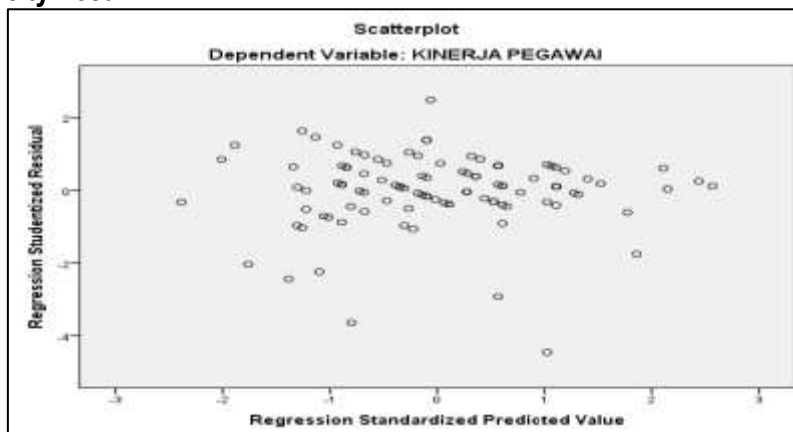


Figure 2 Results of Heteroscedasticity

Based on the results of the heteroscedasticity test, it is known that the distribution of the data does not form a certain line or there is no clear pattern and the points

spread above and below the zero on the Y axis, so from these results it is known that there is no heteroscedasticity in the equation being tested.

Multiple Linear Regression Test

Table 3. Multiple Linear Regression Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-0.36	3.208		-0.11	0.91
	Leadership	0.512	62	0.566	8,209	0
	Work environment	0.428	0.06	0.49	7.105	0

a. Dependent Variable: Employee Performance

From the table above, the results obtained are entered into the regression equation as follows:

$$Y = -0.363 + 0.512X_1 + 0.428X_2$$

1. a = -0.363, meaning that if there is no change in leadership and work environment (independent variable), then the value of employee performance is -0.363 as a constant value for the dependent variable.
2. b1 = 0.512, meaning that each additional leadership affects the increase in employee performance by 0.512. The coefficient is positive, meaning that there is a positive relationship between leadership and

employee performance, the more leadership increases, the more it will affect employee performance.

3. b2 = 0.428, meaning that each additional work environment affects an increase in employee performance by 0.428. The coefficient is positive, meaning that there is a positive relationship between the work environment and employee performance, the more the work environment increases, the more it will affect employee performance.

Determination Coefficient Test

Table 4. Test Results for the Coefficient of Determination

Summary model^b					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	
1	.728a	0.531	0.521	1.95192	

a. Predictors: (constant), work environment, leadership

Based on these results, it can be seen that the Rsquare value is 0.531 = 53.1%, meaning that the influence of leadership and the work environment on employee performance is

53.1%, while the remaining 46.9% is influenced by other factors.

Hypothesis testing t test

Table 5 Partial T Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-0.36	3.208		-0.11	0.91
	Leadership	0.512	62	0.566	8,209	0
	Work environment	0.428	0.06	0.49	7.105	0

a. Dependent Variable: EMPLOYEE PERFORMANCE

The results of data processing show that there is a significant influence between leadership on employee performance. It is indicated by a probability of $0.000 < 0.05$, H_0 is rejected (there is an influence) and the value of $t_{hit} > t_{table}$ ($8.209 > 1.983$). Then H_0 is rejected and H_a is accepted, meaning that leadership has a significant effect on the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency. Furthermore, the results of data processing show that there is a significant influence between the

work environment on employee performance. It is indicated by a probability of $0.000 < 0.05$, H_0 is rejected (there is an influence) and the value of $t_{hit} > t_{table}$ ($7.105 > 1.983$). Then H_0 is rejected and H_a is accepted, meaning that the work environment has a significant effect on the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency

F test

Table 6 Simultaneous F Test Results

ANOVAa						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	426,309	2	213.155	55,946	.000b
	residual	377,191	99	3,810		
	Total	803,500	101			

a. Dependent variable: employee performance

b. Predictors: (constant), work environment, leadership

Simultaneous test results indicate that there is a significant influence between leadership variables and work environment variables on employee performance simultaneously. Shown by the value of $F_{count} > F_{table}$ ($55.946 > 3.09$). Then H_0 is rejected and H_a is accepted,

meaning that there is a significant influence between leadership and work environment variables on employee performance simultaneously in the Pagedangan Village office, Pagedangan District, Tangerang Regency.

DISCUSSION

The Influence of Leadership on Employee Performance

Based on the results of statistical testing, the regression results were obtained by 0.512, meaning that each additional leadership affects the increase in employee performance by 0.512. The coefficient is positive, meaning that there is a positive relationship between leadership and employee performance, the more leadership increases, the more it will affect employee performance. The results of the partial t test show that there is a significant influence between leadership on employee performance. It is indicated by a probability of $0.000 < 0.05$, H_0 is rejected then (there is

an influence) and the value of $t_{hit} > t_{table}$ ($8.209 > 1.983$). Then H_0 is rejected and H_a is accepted, meaning that leadership has a significant effect on the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency. The better the direction that the leader makes towards his employees, the higher the level of performance of employees. These results are supported by research conducted by Pamungkas & Widowati (2020) and research conducted by Isvandiary (2018) which states that leadership results have a positive and significant effect on employee performance.

The Influence of the Work Environment on Employee Performance



Based on the results of statistical testing, the regression results were obtained at 0.428, meaning that each addition to the work environment affects the increase in employee performance by 0.428. The coefficient is positive, meaning that there is a positive relationship between the work environment and employee performance, the more the work environment increases, the more it will affect employee performance. The results of the partial t test show that there is a significant influence between the work environment on employee performance. It is indicated by a probability of $0.000 < 0.05$, H_0 is rejected (there is an influence) and the value of $t_{hit} > t_{table}$ ($7.105 > 1.983$). Then H_0 is rejected and H_a is accepted, meaning that the work environment has a significant effect on the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency. This means that the work environment in the Pagedangan Village office, Pagedangan District, Tangerang Regency is able to encourage and improve employee performance. The influence of the work environment on employee performance, although not as big as the influence of leadership is also in line with the theoretical views put forward by experts and previous researchers which state that the work environment has a positive and significant effect on employee performance. The results of this study are in line with research although not as big as the influence of leadership is also in line with the theoretical views put forward by experts and previous researchers who stated that the work environment has a positive and significant effect on employee performance. The results of this study are in line with research although not as big as the influence of leadership is also in line with the theoretical views put forward by experts and previous researchers who stated that the work

environment has a positive and significant effect on employee performance. The results of this study are in line with research Tarwijo, et al (2021) which states that the work environment has a positive and significant effect on employee performance. Noviyanti & Hijriatunnisa's research (2022) states that the results of the Work Environment have a positive and significant effect on Employee Performance.

The Influence of Leadership and Work Environment on Employee Performance

Based on the statistical test results, the simultaneous test results show that there is a significant influence between the leadership variable and the work environment variable on employee performance together. Shown by the value of $F_{count} > F_{table}$ ($55.946 > 3.09$). Then H_0 is rejected and H_a is accepted, meaning that there is a significant influence between leadership and work environment variables on employee performance simultaneously in the Pagedangan Village office, Pagedangan District, Tangerang Regency. R^2 value is $0.531 = 53.1\%$ means that the influence of leadership and the work environment on employee performance is 53.1% while the remaining 46.9% is influenced by other factors. The results of this study are in line with the research of Pamungkas & Widowati (2020) stated that the results of Leadership and Work Environment have a positive and significant effect on Employee Performance. Noviyanti & Hijriatunnisa's research (2022) states that the results of Leadership and Work Environment have a positive and significant effect on Employee Performance

CONCLUSION

This study proves that there is a positive and significant influence between leadership partially on employee performance, where the leadership variable has a significance value of

0.004 less than 0.05 or $0.004 < 0.05$ and a t count value of 3.004 greater than t table or $3.004 > 1.99210$. Thus, the more leadership increases, the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency will also increase.

This study proves that the work environment has a partially significant effect on employee performance, where the work environment variable has a significance value of 0.000 less than 0.05 or $0.000 < 0.05$ and a t-count value of 7.105 greater than t-table or $7.105 > 1.99210$. Thus the work environment has a low or less dominant influence on the performance of employees of the Pagedangan Village office staff, Pagedangan District, Tangerang Regency.

This study proves that there is a positive and significant influence between leadership and the work environment simultaneously on employee performance where the leadership and work environment variables have a significance value of 0.000 less than 0.05 or $0.000 < 0.05$ and the t value is 11.667 more bigger than t table or $11.667 > 3.12$). While the value of the coefficient of determination is 53.1%, meaning that the influence of leadership and the work environment on employee performance is 53.1%, while the remaining 46.9% is influenced by other factors. Good leadership and a conducive environment create a sense of comfort in doing work and serving the community so that the performance of employees of the Pagedangan Village office, Pagedangan District, Tangerang Regency also increases.

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