



The Influence of Leadership and work Environment on Employee Performance at the Office of Women Empowerment, Child Protection and Family Planning (DP3AKB) of Serang City

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ABSTRACT

In this study, The goal of Serang City's Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) was to ascertain the partial and simultaneous impacts of work environment and leadership on employee performance. The Quantitative Associative technique is the approach that is employed. The results of the study, which are corroborated by the simple linear regression equation $Y = 20.858 + 0.479X_1$, demonstrate that employee performance at the Serang City Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) is positively and significantly impacted by leadership. 42.2% is the value of the determination coefficient. With a significance level of $0.000 < 0.05$, the computed t value is $6.896 > t$ table 1.977. The basic linear regression equation may be used to demonstrate this. $Y = 17.668 + 0.702X_2$. The link is substantial, as indicated by the correlation value of 0.697. Specifically, the coefficient of determination is 48.5%. The calculated t value, with a significance threshold of $0.000 < 0.05$, is $7.829 > t$ table 1.977. This is supported by the multiple linear regression equation. $13.314 + 0.277X_1 + 0.487X_2$ is the value of Y. There is a value for the coefficient of determination of 58.1%. The significance level is set at $0.000 < 0.05$, and the Fcount value is $61.297 > F$ table 3.99

INTRODUCTION

An outstanding business is one that meets its goals, but the accomplishment of goals is bolstered by the skills, duties, and obligations of every individual working for the company. Furthermore, the effectiveness of accomplishing an organization's objectives depends on the caliber and expertise of human resources in both the public and private domains. Human resources are essential not only as workers who complete tasks but also as catalysts for creativity and strategic decision-making that can affect the organization's overall success.

According to Hasibuan (2020:11), "The science and art of effectively and efficiently managing employee relationships and responsibilities to achieve the objectives of the organization, workers, and society is known as human resource management.". People are the organization's greatest source of motivation; if it has a well-thought-out organizational structure, good work procedures, and technology, but no employees, all of those things will be of little value in attempting to move the company forward. In contrast, an organization with people but no technology, work processes, or organizational structure can nonetheless function, albeit at a very low degree of dynamic activity.

An organization is established to accomplish a particular objective. Enhancing customer service, satisfying market expectations, raising competitiveness, boosting organizational performance, and improving product or service quality are some examples of the organization's objectives. Managing organizational resources and the procedures necessary to accomplish the organization's objective of success are examples of organizational activities. Employee performance is one of the main indicators used to assess an organization's success. Increasing productivity has emerged as a key goal, especially during a period of more intense and dynamic competition like the one we are presently facing. One of the main factors influencing job productivity is the caliber of the company's human resources (HR). HR that is knowledgeable, well-managed, and of high quality has the potential to accomplish the organization's goals and generate optimal performance.

However, a variety of factors often influence performance attainment, such as the work environment, leadership style, competency, motivation, and job satisfaction. Thus, a key component of promoting productivity is smart and efficient human resource management. The quality of human resources include not just knowledge and abilities but also motivation, performance management, and worker satisfaction. As stated by Mangkunegara (2019:9), "The amount and quality of work that a person produces while carrying out their duties in accordance with the obligations that have been delegated to them." Effective human resource management prioritizes not just providing for the fundamental requirements of workers but also cultivating elements that increase their loyalty, engagement, and satisfaction in order to attain high productivity. Therefore, human resource management plays a crucial part in figuring out how to maximize productivity for the organization's profitability and long-term viability. The purpose of this study is to learn more about how human resource management factors might affect productivity at work and how businesses can use HRM tactics to attain peak performance.

Performance is the degree of efficacy and efficiency with which a team or individual employee completes tasks and meets goals within a certain time frame. Put another way, performance evaluates how much and how successfully a person or group can accomplish the goals utilizing the time, effort, and tools at their disposal. The quality of the job done is just as important in determining performance as its quantity. Employees that are productive can perform at their best, finish projects with good outcomes, and manage their time and resources effectively without compromising quality.

The Ministry of Women's Empowerment and Child Protection and the National Population and Family Planning Agency (BKKBN) work together to operate the Serang City Office of Family Planning, Child Protection, and Women's Empowerment (DP3AKB). DP3AKB is a regional government agency (SKPD) in Serang City. DP3AKB's objectives include women's empowerment, child protection, and family planning.

Through gender mainstreaming programs, women's rights protection, and ensuring children's fundamental rights, the DP3AKB also keeps an eye on the many inherent functions of women's and children's rights in order to ensure that men and women have equal rights in life as a gift from God Almighty, that domestic violence is eradicated, and that women and children are protected, as has been enacted in Law No. 23 of 2004 on the Elimination of Domestic Abuse ensures that every Indonesian citizen has the right to feel safe and free from all forms of oppression and abuse, in accordance with the 1945 Constitution and the Pancasila concept.

Table 1. The Department of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City provided employee performance data for the years 2021–2023.

No .	Assessment Aspects	Target	2021	2022	2023	Assessment Criteria
1.	Work quality	100%	85%	70%	65%	Very Good
2.	Quantity of work	100%	85%	70%	50%	Enough
3.	Implementation of Duties	100%	100%	90%	75%	Very Good
4.	Responsibility	100%	100%	100%	80%	Very Good
Average		100%	92%	82%	68%	

Source: Women's Empowerment, Child Protection, and Family Planning Office (DP3AKB) of Serang City.

Relationships inside an organization, including those between employees and the leadership, can have an impact on how successfully it operates. One example of this is the situation at Serang City's Family Planning, Child Protection, and Women's Empowerment Agency (DP3AKB), where staff members lack initiative and merely follow instructions without being given the chance to offer ideas or suggestions. Because a leader who constantly imposes

their will will make employees feel under strain and unable to perform properly, a leadership style that can be tailored to the character of the employees and demonstrates empathy for them will limit the decline in employee work productivity. This leadership issue should also be a focus for the DP3AKB of Serang City, as it truly significantly affects the attainment of staff performance.

The author conducted a pre-survey with 30 staff members of the Department of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City in order to validate the assumptions on the leadership of the department's workforce. The following are the findings of the author's pre-survey:

Table 2. Results of the Pre-Survey on Leadership of the DP3AKB Department of Serang City

No	Statement	Answer			
		Yes	Percentage	No	Percentage
1	Based on the knowledge at hand, leaders are able to solve issues and make wise judgments.	18	45%	22	55%
2	Leaders can assist in settling disputes, negotiating, and preserving peace in day-to-day dealings.	12	30%	28	70%
3	Leaders are brave and accountable for their choices.	14	35%	26	65%
4	Leaders always give their subordinates the chance to voice their opinions and listen to what they have to say.	10	25%	30	75%
5	Directions are constantly given in a clear and consistent manner by the leadership.	16	40%	24	60%

Source: Data processed by the researcher (2024)

LITERATURE REVIEW

The English verb "to manage" is where the word "management" originates, according to its etymology. The verb 'to manage' is to look after, supervise, control, work for, and guide. Planning, organizing, directing, regulating, and making decisions to control resources are all parts of management. Apart from overseeing resources, management also concentrates on creating strategies that work, motivating teams, and addressing problems that arise as the business strives to achieve its goals. "Management is a unique process that includes planning, organizing, and other tasks," experts define management, moving, and controlling actions to identify and achieve goals through the use of human resources and other resources," claims Edison (2016:57).

According to Sarinah et al. (2017:7), "management is a process to achieve goals by working together through people and other organizational resources." Afandi (2018) states that "management is a group of people who have the same organizational goals, thus in the process of achieving them, they carry out the functions of planning, organizing, staffing, leadership, and supervision by utilizing the available resources." "Management is defined as the science and art of managing the process of utilizing human resources and other resources effectively to achieve specific objectives," Hasibuan (2018), on page 41.

According to the aforementioned definition, management is the act of organizing, planning, directing, and regulating resources in order to successfully and economically accomplish particular objectives.

Table 3. Previous Research

No	Title / Author	Research Variables	Analysis Tool	Result Analysis
1	The Impact of Workplace Culture, Leadership, and Motivation on Employee Output at PT Mustika Citra Rasa Widowati (2020)	a. Leadership (X ₁) b. Work Environment (X ₂) c. Work Motivation (X ₃) d. Productivity (Y)	Multiple Linear Regression	The study's findings indicate that staff productivity at PT. Mustika Citra Rasa is influenced by leadership, the workplace culture, and employee motivation. The work environment and leadership have an 87.2% influence.
2	The Impact of Pay and Workplace Conditions on Employee Productivity at PT. Tata Makmur Sejahtera In 2019, Tya Septiani Nurfauzia Koeswara	a. Compensation (X ₁) b. Work Environment (X ₂) c. Performance (Y)	Multiple Linear Regression	The study's findings indicate that PT Tata Makmur Sejahtera employees' job productivity is significantly impacted by the remuneration variable. Employee productivity at PT Tata Makmur Sejahtera is also significantly impacted by

				the work environment variable.
3	PT. Perkebunan Nusantara Sei Intan Sri Wahyuningsih's Workplace and Leadership Impact on Productivity (2018)	<ul style="list-style-type: none"> a. Leadership (X₁) b. Work Environment (X₂) c. Productivity (Y) 	Simple Regression Analysis	The results of the study show that workplace improvements can increase output and that both leadership and the workplace have a positive and significant impact on productivity.
4	The Impact of Workplace Conditions and Fatigue on Production Department Employee Productivity (PT. Sumber Graha Sejahtera Case Study) Josephine Audrey (2017)	<ul style="list-style-type: none"> a. Work Environment (X₁) b. Work Fatigue (X₂) c. Productivity (Y) 	Multiple Linear Regression	According to the study's findings, staff productivity at PT. Sumber Graha Sejahtera is significantly impacted by job tiredness, whereas the work environment variable has a favorable but negligible impact.
5	The Impact of Workplace Culture, Motivation, and Leadership on Employee Performance Rozzyana & Yulinda (2018)	<ul style="list-style-type: none"> a. Leadership (X₁) b. Motivation (X₂) c. Work Environment (X₃) d. Employee Performance (Y) 	Multiple Linear Regression	The study's findings indicate that, to a certain extent, leadership influences employee performance significantly, while work environment has no discernible impact. Additionally, all independent variables significantly impact employee performance at the same time.

Source : Google Scholar, 2022

METHODOLOGY

Quantitative research is used in this work. Quantitative research is defined by Sugiyono (2018:15) as positivist-based research that examines a particular population or sample, collects data using research instruments, and uses quantitative or statistical analysis to characterize and test the hypotheses that have been created. According to Sugiyono (2016:36), "Associative research inquires about the link between two or more variables." The associative approach is used in this investigation.

The research period is conducted for 6 months starting from January 2024 to June 2024.

Table 4. Research Time

No	Description	Month						
		June	July	Agu	Sep	Okto	Nov	Dec
		1	2	3	4	5	6	7
1	First Stage:							
	a. Preparing Thesis Proposal	■						
	b. Thesis Proposal Seminar							
	c. Improving Thesis Proposal		■					
2	Second Stage							
	a. Thesis Guidance			■	■			
	b. Questionnaire Preparation			■	■			
	c. Questionnaire Distribution					■		
	d. Data Analysis and Processing							
	e. Thesis Report Writing						■	
3	Third Stage							
	a. Final Thesis Guidance							■
	b. Thesis Defense							
	c. Thesis Revision							

Source: Data processed by the author (2022)3.

RESULTS AND DISCUSSION

Brief History of the Company

Serang City, in Indonesia's Banten Province, is home to the Office of Women's Empowerment, Child Protection, and Family Planning, or DP3AKB. The six sub-districts that make up Serang City are Kasemen, Taktakan, Curug, Walantaka, Cipocok Jaya, and Serang. Serang City is home to about 523,384 people and has an area of 22.77 km². In Serang City, Banten, the Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) is situated at Jl. Kolonel Tubagus Suwandi, Lontarbaru, Serang sub-district carries out its responsibilities by providing assistance to victims of child abuse that takes place in Serang City.

One of the Regional Devices (PD) that performs governmental functions in accordance with the policies of the Serang City local government is the Department of Women's Empowerment, Family Planning and Child Protection (DP3AKB). Both Law No. 23 of 2014 on local government and Law No. 33 of 2004 on the financial balance between the central and regional governments grant local governments and agencies the authority to manage and develop their own territories. The Department of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) was established in Serang City was based on Serang Mayor Regulation Number 14 of 2017 regarding the role, organizational structure, responsibilities, and functions of the department as well as its working procedures. According to Article 2, the DP3AKB's primary responsibilities include organizing mandatory government affairs that are unrelated to the fundamental services for family, child, and women's empowerment, as well as helping the mayor carry out government affairs in these areas that are under regional authority and tasks delegated to the region in line with the mayor's vision, mission, and programs as specified in the regional medium-term development plan.

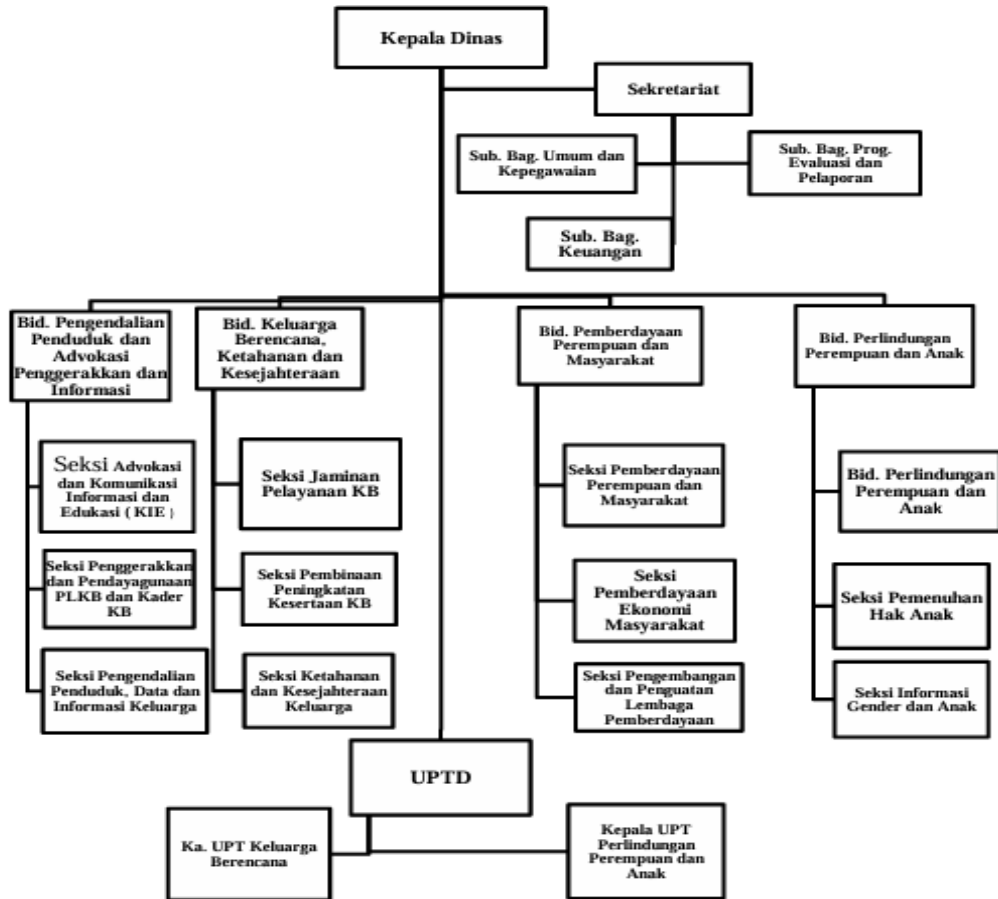


Figure 1. Organizational Structure of the Company
 (Source: DP3AKB, 2024)4.1.5

Employee Job Descriptions Article 2 of Mayor of Serang Regulation No. 14 of 2017 pertaining to Family Planning and Child Protection (DP3AKB). Both Law No. 23 of 2014 on local government and Law No. 33 of 2004 on the financial balance between the central and regional governments grant local governments and agencies the authority to manage and develop their own territories. The Department of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) was established in Serang City Qualities of Respondents Gender, age, education, and length of employment are the four (four) categories into which the characteristics of the study's respondents are separated. The following is a description of the background:

1. Respondent Gender

The following frequency table displays the respondents' identities according to their gender:

Table 5. Shows that 39 Respondents, or 58.2% of the Study's Total, are Female, While 28 Respondents, or 41.8%, are Male

Responden Berdasarkan Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Perempuan	39	58.2	58.2	58.2
	Laki-laki	28	41.8	41.8	100.0
	Total	67	100.0	100.0	

Source: Data processed with SPSS 26 (2024)

Age of Respondent The ages of the study's respondents vary. Information about the respondents' ages is shown in Table 4.2 below:

Table 6. Presents the age Distribution of the Respondents: 18 Individuals (26.9%) were Under 25, 13 Individuals (19.4%) were Between 25 and 30 Years Old, 27 Individuals (40.3%) were Between 31 and 40 Years Old, and 9 Individuals (13.4%) were Over 41 Years Old.

Responden Berdasarkan Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 tahun	18	26.9	26.9	26.9
	25 - 30 tahun	13	19.4	19.4	46.3
	31 - 40 tahun	27	40.3	40.3	86.6
	> 41 tahun	9	13.4	13.4	100.0
Total		67	100.0	100.0	

Source: Data processed using SPSS 26 (2024)

2. Respondent Education

The study's respondents come from a variety of educational backgrounds. The following table displays the respondents' educational backgrounds:

Table 7. Shows that there are 41 (61.2%) Respondents with SMA/SMK Education, 5 (7.5%) Respondents with D3 Education, 16 (23.9%) Respondents with S1 Education, and 5 (7.5%) Respondents with S2 Education

Responden Berdasarkan Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/SMK	41	61.2	61.2	61.2
	D3	5	7.5	7.5	68.7
	S1	16	23.9	23.9	92.5
	S2	5	7.5	7.5	100.0
	Total	67	100.0	100.0	

Source: Data processed with SPSS 26 (2024)

Respondents' Duration of Employment The study's respondents have varying employment durations. The following table displays the respondents' length of employment:

Table 8. There are Seven Respondents (10.4%) who have Worked for Less than a Year, Eleven Respondents (16.4%) who have Worked for One to Two Years, 38 Respondents (56.7%) who have Worked for three to Four Years, and Eleven Respondents (16.4%) who Work for more than Five Years

Responden Berdasarkan Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 tahun	7	10.4	10.4	10.4
	1 - 2 tahun	11	16.4	16.4	26.9
	3 - 4 tahun	38	56.7	56.7	83.6
	> 5 tahun	11	16.4	16.4	100.0
	Total	67	100.0	100.0	

Source: Data processed using SPSS 26 (2024)

Descriptive Analysis

This study used a Likert scale that generates responses of strongly agree, agree, disagree, and strongly disagree within a range of values, based on research done on 67 respondents via the distribution of questionnaires. The answers' average score is divided into the following categories:

- 1.00 - 1.79 = Very Poor
- 1.80 - 2.59 = Poor
- 2.60 - 3.39 = Fair
- 3.40 - 4.19 = Good
- 4.20 - 5.00 = Excellent

1. Descriptive Analysis of Leadership (X1)

In the leadership variable, there are five indicators operationalized into 10 statements as follows:

Table 9. Respondents' Responses to Leadership (X1)

No	Statement	Answer					n	Score	Mean	Ket
		SS	S	N	TS	STS				
		5	4	3	2	1				
Analytical Skills										
1	Leaders have a well-defined and practical plan for growing the business to a higher level.	36	18	6	3	4	67	280	4.18	SB
2	When making decisions, leaders always consider the issues at hand.	35	20	4	4	4	67	279	4.16	SB
Average									4.17	B
Communication Skills										

No	Statement	Answer					n	Score	Mean	Ket
		SS	S	N	TS	STS				
		5	4	3	2	1				
3	Leaders can make difficult judgments and react to problems fast and precisely.	35	20	5	4	3	67	281	4.19	B
4	Effective leaders are able to give staff members comprehensive task instructions.	38	16	5	2	6	67	279	4.16	SB
Average									4.18	SB
Courage										
5	When making decisions, the leadership always takes decisive action.	40	16	3	2	6	67	283	4.22	SB
6	Employee thoughts and suggestions are consulted before decisions are made by the leadership.	32	19	6	2	8	67	266	3.97	B
Average									4.10	B
Listening Ability										
7	Leaders should provide information, listen to grievances, show respect, and be able to recognize others' abilities.	33	19	6	1	8	67	269	4.01	B
8	Concerns about work-related matters are always heard by leaders.	34	18	6	2	7	67	271	4.04	B
Average									4.03	B
Assertiveness										
9	When it comes to implementing work regulations and disciplinary actions	33	18	6	2	8	67	267	3.99	B

No	Statement	Answer					n	Score	Mean	Ket
		SS	S	N	TS	STS				
		5	4	3	2	1				
	against employees, leaders are always firm.									
10	Leaders possess the ability to take decisive action when faced with difficult and complex decisions.	32	18	7	2	8	67	265	3.96	B
Average									3.97	B
Average Variable									4.09	B

Source: Data processed by the author (2024)

It is evident from Table 4.5 that the average score for the five indicators used to gauge the Leadership variable was 4.09. According to the interval scale, this score is between 3.40 and 4.19. Consequently, it may be said that the Leadership variable belongs to the Good group. With an average score of 4.22, the statement "Leaders always act decisively in decision-making" has the highest score in the Leadership variable. With an average score of 3.96, "Leaders can be firm in making complex and difficult decisions" is the statement with the lowest score. 1. Work Environment Descriptive Analysis (X2)

The Work Environment variable consists of three indicators operationalized into 8 statements as follows:

Table 10. Respondent Responses to the Work Environment (X2)

No	Statement	Answer					n	Score	Mean	Ket
		SS	S	N	TS	STS				
		5	4	3	2	1				
Air										
1	I think there is adequate air circulation at work.	34	20	6	1	6	67	276	4.12	B
2	The workstation has enough ventilation to ensure smooth air movement.	34	21	4	1	7	67	275	4.10	B
Average									4	B

										1	1
Color											
3	When working, the color scheme in the office is incredibly calming.	30	23	6	1	7	67	269	4.01	B	
4	The color arrangement in the workplace is considered suitable.	30	24	6	2	5	67	273	4.07	B	
Average										4	0
										4	B
Lighting											
5	The office is well-lit, which facilitates efficient work.	30	23	8	1	5	67	273	4.07	B	
6	The job is not hampered by the current lighting, which is enough and includes both sunlight and electricity.	30	23	9	1	4	67	275	4.10	B	
Average										4	0
										9	B
Sound											
7	The noises in the office don't bother me.	31	23	8	1	4	67	277	4.13	B	
8	Despite the noise, the office atmosphere is unaffected.	25	21	1	1	4	6	67	256	3.82	B
Average										3	B

	9	
	8	
Average Variable	4	B
	0	
	6	

Source: Data processed by the author (2024)

Table 10 shows that the average score for the three indicators used to measure the Work Environment variable is 4.06. Between 3.40 and 4.19 is the range of this score on the interval scale. Thus, it can be said that the variable of Work Environment is in the Good group. With an average score of 4.13, the statement "I am not disturbed by the noise in the workspace" has the highest score among the Work Environment variable. While "The atmosphere in the workplace remains calm despite the loud noise" has the lowest average score (3.82), it is the least persuasive statement.

1. Descriptive Analysis of Employee Performance (Y)
2. The employee performance variable consists of 4 (four) indicators operationalized into 10 statement items as follows:

Table 11. Respondents' Responses to Employee Performance (Y)

No	Statement	Answer					n	Score	Mean	Desc
		SS	S	N	TS	STS				
		5	4	3	2	1				
Kualitas Kerja										
1	Workers are able to perform their jobs effectively in accordance with the management's standards.	22	31	12	0	2	67	272	4.06	B
2	Workers can minimize the amount of mistakes they make when doing a task.	22	30	12	1	2	67	270	4.03	B
3	I am able to finish the work in accordance with the company's criteria.	20	30	11	0	6	67	259	3.87	B
Average									3.99	B
Work Quantity										
4	The output satisfies the goals established by the business.	22	29	10	1	5	67	263	3.93	B

No	Statement	Answer					n	Score	Mean	Desc
		SS	S	N	TS	STS				
		5	4	3	2	1				
5	Workers are able to finish their work in accordance with the company's standard quantity.	24	27	14	0	2	67	272	4.06	B
6	The sum of the job outcomes I manage consistently reaches the predetermined goals.	24	29	12	0	2	67	274	4.09	B
Average									4.02	B
Implementation of Duties										
7	I can complete the tasks in accordance with the job description.	24	30	10	1	2	67	274	4.09	B
8	I am able to complete my tasks and obligations within the allotted time.	23	29	13	0	2	67	272	4.06	B
Average									4.07	B
Responsibility										
9	Workers are entirely in charge of the duties they are given.	25	30	10	0	2	67	277	4.13	B
10	Workers are entirely in charge of the duties they are given.	25	30	10	0	2	67	277	4.13	B
Average									4.13	B
Variable Average									4.04	B

Source: Data processed by the author (2024)

The average score for the four indicators used to gauge employee performance variables was 4.04 overall, as shown in Table 11. Between 3.40 and 4.19 is the range of this score on the interval scale. Thus, it may be said that the employee performance variable is in the 'Good' range. 'Employees are totally responsible for the duties assigned' has the highest average score of 4.13 in the employee performance variable. 'I can accomplish my work according to the criteria set by the firm' had the lowest average score, at 3.87.

Instrument Test

1. Validity Test

The degree of precision between the data collected regarding the study objects and the data that the researcher may provide is known as validity, according to Sugiyono (2017:267). The validity of the claims list is investigated

by comparing the scores of each item to the overall scores. By looking at the value of $r_{hitung} > r_{tabel}$, one may evaluate the validity of the items in the variable. The r table gives a value of 0.240 for $df = n - 2$, or in our case, $df = 67 - 2 = 65$, at a significance level of 5%. If r_{hitung} is positive and $r_{hitung} > r_{tabel}$, the object can be considered authentic. On the other hand, if $r_{hitung} < r_{tabel}$, the item is invalid. SPSS 26 software is used to assess the validity of this data.

a. Leadership Validity Test (X1)

The validity test of the instrument was conducted on 10 items of the Leadership variable in detail as follows:

Table 12. Leadership Validity Test (X1)

Statement	Rcount	r _{table}	Decision
P1	0.684	0,240	Valid
P2	0.722	0,240	Valid
P3	0.758	0,240	Valid
P4	0.858	0,240	Valid
P5	0.858	0,240	Valid
P6	0.892	0,240	Valid
P7	0.928	0,240	Valid
P8	0.922	0,240	Valid
P9	0.915	0,240	Valid
P10	0.895	0,240	Valid

Source: Data processed using SPSS 26 (2024)

All of the statement items in the Leadership variable indicators are genuine, according to the validity test findings, which show that the computed value $r_{hitung} >$ table value r_{tabel} 0.240. As a result, the entire testing model may make use of all statement components. a. Work Environment Validity Test (X2) Eight items from the Work Environment variable were used in the instrument's validity test. The following are the specific findings of the validity test:

Table 13. Validity Test of Work Environment (X2)

Statement	r _{count}	r _{table}	Decision
P1	0.808	0,240	Valid
P2	0.796	0,240	Valid
P3	0.799	0,240	Valid
P4	0.891	0,240	Valid
P5	0.880	0,240	Valid
P6	0.874	0,240	Valid
P7	0.830	0,240	Valid
P8	0.730	0,240	Valid

Source: Data processed using SPSS 26 (2024)

It can be inferred from the validity test results that all of the statement items in the Work Environment variable indicator are legitimate since the r hitung value is greater than the r tabel 0.240.

Employee Performance Validity Test (Y) Ten questions from the Employee Performance variable were used to evaluate the instrument's validity. The following are the specific findings of the validity test:

Table 14. Validity Test of Employee Performance (Y)

Statement	r _{count}	r _{table}	Decsion
P 1	0.903	0,240	Valid
P 2	0.873	0,240	Valid
P 3	0.679	0,240	Valid
P 4	0.734	0,240	Valid
P 5	0.845	0,240	Valid
P 6	0.863	0,240	Valid
P 7	0.852	0,240	Valid
P 8	0.876	0,240	Valid
P 9	0.896	0,240	Valid
P 10	0.844	0,240	Valid

Source: Data processed with SPSS 26 (2024)

All of the statement items in the employee performance variable indicators are valid, according to the validity test findings, which show that the computed value $r_{hitung} > r_{tabel}$ 0.240.

The Reliability Test

Arikunto defines reliability as the ability of an instrument to be trusted to be used as a data collection tool (2017:88). A valid instrument is usually dependable, but assessing the instrument's dependability is still required because confirming its validity necessitates testing its reliability.

Table 15. Results of the Reliability Test

No	Variable	Cronbach Alpha	Standar Cronbach Alpa	Decision
1	Leadership (X ₁)	0,956	0,60	Reliabel
2	Work Environment (X ₂)	0,932	0,60	Reliabel
3	Employee Performance (Y)	0,949	0,60	Reliabel

Source: Processed Data SPSS 26 (2024)

The reliability test findings for all variables are very reliable, meaning that all of the question items may be trusted and used for more study. Table 15 shows that each of the three variables – leadership, work environment, and employee performance – has a Cronbach Alpha value > 0.60 .

Classic Assumption Test

Multiple regression analysis requires that the classic assumption test be satisfied in order to prevent bias in the estimate of parameters and regression coefficients. Heteroscedasticity, autocorrelation, multicollinearity, and normality tests are all part of the traditional assumption testing. The following explanation applies to the findings of this study's traditional assumption tests:

Data Normality Test

Normality testing is used to ascertain whether or not the regression model has a normal distribution is utilized. A regression model that is appropriate for statistical testing is one that has a normal distribution or is nearly normal. A data distribution is considered acceptable if it has a pattern resembling a normal distribution, which means it does not exhibit kurtosis to the left or right or skew to the left or right. Under some circumstances, a Kolmogorov-Smirnov (KS) statistical test can be used to ascertain whether the data is regularly distributed or nearly so. The data distribution is not normal if the significance value, or probability value, is less than 0.05. the normalcy test's findings.

Table 16. One- Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual	
N		67	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	5.07810151	
Most Extreme Differences	Absolute	.075	
	Positive	.071	
	Negative	-.075	
Test Statistic		.075	
Asymp. Sig. (2-tailed) ^c		.200 ^d	
Monte Carlo Sig. (2-tailed) ^e	Sig.	.446	
	99% Confidence Interval	Lower Bound	.433
		Upper Bound	.459

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source: SPSS 26 data processing (2024)

The Asymp. Sig. (2-tailed) result of $0.200 > 0.05$ in Table 16 above indicates that the population data is regularly distributed, enabling further research. The normal probability plot is shown graphically in the following figure:

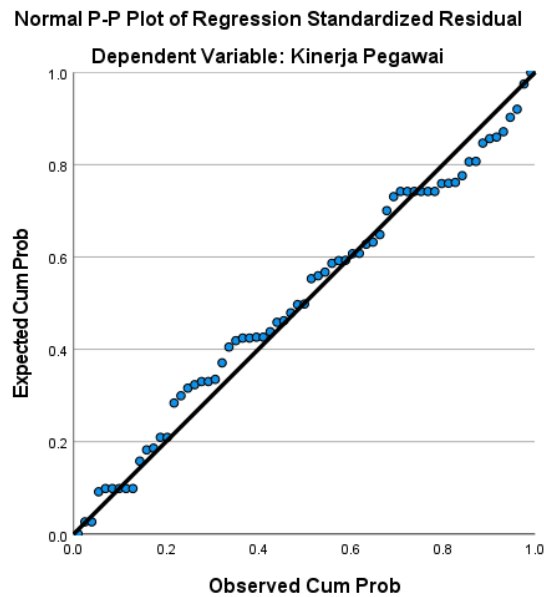


Figure 2. Normality Test P-P Plot
(Source: Data processed with SPSS 26, 2024)

The probability plot shows that the data distribution follows and expands out around the diagonal line, proving that the regression model meets the normality condition.

1. Multicollinearity Test

According to Ghozali (2018:106), the multicollinearity test looks for correlation between the independent variables in the regression model. The presence or absence of multicollinearity may be ascertained by looking at the tolerance values and VIF (Variance Inflation Factor). The tolerance value or the Variance Inflation Factor (VIF) value can be used to look for indications of multicollinearity in the research model. It is possible to conclude that there is no multicollinearity among the independent variables because the tolerance limit is more than 0.10 and the VIF limit is less than 10.00.

Table 17. Results of the Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics			
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF		
1	(Constant)	13.314	2.948		4.516	<.001	7.424	19.204						
	Kepemimpinan	.277	.072	.376	3.824	<.001	.132	.422	.650	.431	.309	.678	1.474	
	Lingkungan Kerja	.487	.099	.484	4.922	<.001	.290	.685	.697	.524	.398	.678	1.474	

a. Dependent Variable: Kinerja Pegawai

Source: SPSS 26 Data Processing Results (2024)

According to table 17, the tolerance value for the Leadership and Work environment variables is $1.474 < 10$, and the environment variables' VIF value is $0.678 > 0.10$, indicating that there are no signs of multicollinearity among the independent variables in the regression model.

2. Heteroskedasticity Test

To find out if the regression model's residuals show variance inequality between data, the heteroskedasticity test is employed. In this study, it is measured using the Glejser test. The Glejser test method is applied using the

residuals' absolute value. After the absolute values are obtained, they are regressed to determine the level of significance caused by the tested variables. Heteroskedasticity may be evaluated using the Glejser test. According to the test's decision rule, heteroskedasticity may occur if the significance value is less than 0.05 and may not exist if it is more than 0.05. The results of this study's heteroskedasticity test are shown in Table 17 as follows:

Table 18. Results of the Heteroskedasticity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.465	1.921		2.845	.006
	Kepemimpinan	-.061	.047	-.193	-1.292	.201
	Lingkungan Kerja	.025	.064	.058	.387	.700

a. Dependent Variable: AbsRes

Source: Processed Data SPSS 26 (2024)

Table 18 shows that all independent variables have insignificant results. Since the Leadership and Work Environment variables' significance values are higher than 0.05, it can be said that the variance of errors for all independent variables does not exhibit heteroskedasticity. Examining the Scatterplot graph is an additional method of testing for heteroskedasticity. The following factors must be met in order to avoid heteroskedasticity symptoms:

- a. Data points positioned above and below the number 0 or around it.
- b. Data points only cluster above or below.
- c. There shouldn't be a wave-like pattern formed by the distribution of data points that expands, shrinks, and then expands once again.
- d. The dispersion of data points should not follow a specific pattern.

The results of the heteroskedasticity test are as follows:

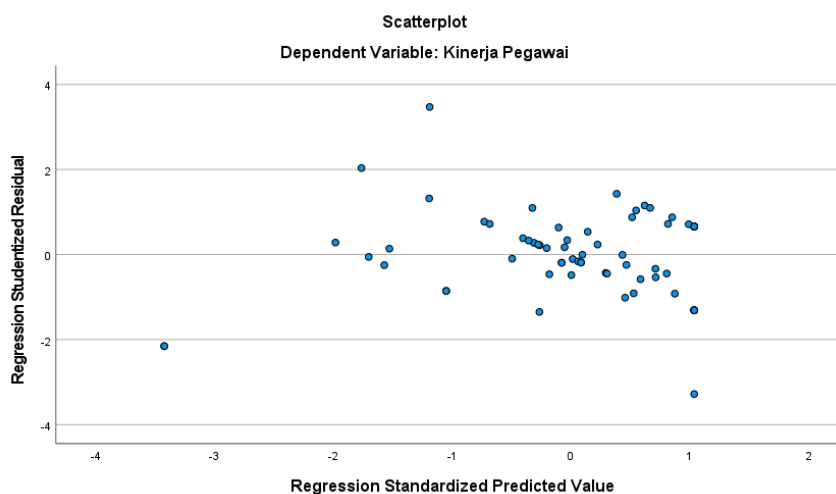


Figure 3. Results of Heteroskedasticity Test (Source: Processed Data SPSS 26, 2024)

It is evident from picture 4.3 above that the points are dispersed and do not clearly create a pattern. Thus, it may be said that this study does not have a heteroskedasticity problem.

2. Autocorrelation Test

The autocorrelation assumption test is used to determine if the disturbances at time t and the disturbances at time t-1 in a linear regression model are related. It is called an autocorrelation problem if there is a correlation. The link between successive data over time leads to autocorrelation; a regression model without autocorrelation is called a distinct regression model. The Durbin-Watson test will be used to assess the autocorrelation while taking the following guidelines into account:

Table 19. Durbin-Watson Autocorrelation Criteria (DW)

Criteria	Description
< 1	There is Autocorrelation
1,1 - 1,54	Without Conclusion
1,55 - 2,46	There is no Autocorrelation
2,46 - 2,9	Without Conclusion
> 2,9	There is Autocorrelation

Source: Algifari (2017:88)

Table 20 below displays the findings of this study's autocorrelation test:

Table 20. Results of the Autocorrelation Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.762 ^a	.581	.568	5.157	1.641

a. Predictors: (Constant), Lingkungan Kerja, Kepemimpinan

b. Dependent Variable: Kinerja Pegawai

Source: SPSS Data Processing Results 26 (2024)

There is no autocorrelation in the data of this research variable, according to the Durbin-Watson Test autocorrelation test, which is based on Table 4.16. The Durbin-Watson value of 1.641 falls between 1.55 and 2.46.

Linear Regression Test

1. Simple Linear Regression

Simple linear regression analysis is used to determine how the independent variable, or predictor, may be used to predict the dependent variable. The effect of regression analysis may be used to ascertain if changing the state of the independent variable causes the state of the dependent variable to change as well.

Table 21. Simple Linear Regression of Leadership (X1) on Employee Performance

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.858	2.934		7.109	<.001
	Kepemimpinan	.479	.069	.650	6.896	<.001

a. Dependent Variable: Kinerja Pegawai

(Y)

Source: SPSS 26 Data Processing Results (2024)

The computation results may be used to generate the following fundamental linear regression equation: $Y = 20.858 + 0.479X1$. This equation may be used to derive the following: a. Employee Performance (Y) will remain at 20.858 as long as Leadership (X1) is zero or not increasing, according to the value (a) or constant of 20.858. b. The regression coefficient value (b) of 0.479 (positive) indicates a direct influence, meaning that for every unit increase in Leadership, Employee Performance will likewise rise by 0.479 units.

Table 22. Employee Performance (Y) and Work Environment (X1) Simple Linear Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.668	2.991		5.907	<.001
	Lingkungan Kerja	.702	.090	.697	7.829	<.001

a. Dependent Variable: Kinerja Pegawai

Source: SPSS 26 (2024)

Data Processing The basic linear regression equation that may be obtained from the computation results is as follows: $Y = 17.668 + 0.702X2$. This equation may be used to derive the following: a. Based on the value (a) or constant of 17.668, Employee Performance (Y) will remain at 17.668 when the Work Environment (X2) is zero or does not increase. b. The regression coefficient value (b) of 0.702 (positive) indicates a direct impact, meaning that employee performance will increase by 0.702 units for every unit increase in the work environment.

1. Multiple linear regression regression Multiple linear regression aims to predict the state (fluctuations) of the dependent variable by adjusting two or more independent variables (raising or lowering their value) as predictor factors. The following equation and multiple linear regression analysis may be used to examine how Work Environment (X2) and Leadership (X1) impact Employee Performance (Y):

Table 22. Multiple Linear Regression

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	13.314	2.948		4.516	<.001
	Kepemimpinan	.277	.072	.376	3.824	<.001
	Lingkungan Kerja	.487	.099	.484	4.922	<.001

a. Dependent Variable: Kinerja Pegawai

Source: SPSS 26 Data Processing Results (2024)

The following are the findings derived from the computations made using the SPSS version 26 software.:

$$Y = 13.314 + 0.277X_1 + 0.487X_2$$

- The constant 13.314 means that if the Leadership and Work Environment variables are zero or do not increase, the Employee Performance will remain at 13.314 as well.
- The regression coefficient for the Leadership variable (X_1) is 0.277, meaning that if the Leadership variable increases by 1 point while the other independent variables remain unchanged, Employee Performance would increase by 0.277.
- The regression coefficient (X_2) for the Work Environment variable is 0.487, meaning that if the Work Environment variable increases by 1 point while the other independent variables remain unchanged, Employee Performance would increase by 0.487.

Correlation Coefficient Test

Correlation explains the degree to which an independent variable and a dependent variable in a multiple correlation system are closely related after other independent variables have been controlled or regulated. Below is the table for interpreting the correlation coefficient.

Table 22. Interpretation of the Correlation Coefficient.

Coefficient Interval	Level of Relationship
0,00 - 0,199	Very Low
0,20 - 0,399	Low
0,40 - 0,599	Medium (fairly strong)
0,60 - 0,799	Strong
0,80 - 1,000	Very Strong

Source: Sugiyono (2017:185)

1. Correlation Test (X1) Against (Y)

The table below displays the findings of the Leadership (X1) vs Employee Performance (Y) correlation coefficient test:

Table 23. Correlation Coefficient (X1) Against (Y)

Correlations			
		Kinerja Pegawai	Kepemimpinan
Kinerja Pegawai	Pearson Correlation	1	.650**
	Sig. (2-tailed)		.000
	N	67	67
Kepemimpinan	Pearson Correlation	.650**	1
	Sig. (2-tailed)	.000	
	N	67	67

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Processed Data SPSS 26 (2024)

According to the table, the Leadership variable has a correlation value of 0.650, indicating a significant link and falling between the interpretation range of 0.60 to 0.79. It suggests that there is a strong correlation between leadership and workforce performance. Analyzing how (X2) and (Y) are related The results of comparing the Work Environment's (X2) correlation coefficient with Employee Performance's (Y) are shown in the following table.

Table 24. Correlation Coefficient (X2) Against (Y)

Correlations			
		Kinerja Pegawai	Lingkungan Kerja
Kinerja Pegawai	Pearson Correlation	1	.697**
	Sig. (2-tailed)		.000
	N	67	67
Lingkungan Kerja	Pearson Correlation	.697**	1
	Sig. (2-tailed)	.000	
	N	67	67

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Processed Data SPSS 26 (2024)

It is evident from 0.697, which falls between 0.60 and 0.799, indicates a significant correlation level for the Work Environment variable in the table. It suggests that there is a strong correlation between leadership and workforce performance. Analyzing how (X1), (X2), and (Y) are correlated the results of the correlation coefficient test between Employee Performance (Y), Work Environment (X2), and Leadership (X1) are shown in the following table:

Table 25. Correlation Coefficient (X1) and (X2) Against (Y)

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.762 ^a	.581	.568	5.157	1.641

a. Predictors: (Constant), Lingkungan Kerja, Kepemimpinan

b. Dependent Variable: Kinerja Pegawai

Source: Data processing results SPSS 26 (2024)

With a correlation value of 0.762, which ranges from 0.60 to 0.799, the table demonstrates a strong relationship between the Leadership variable (X1) and the Work Environment variable (X2). This suggests that the work environment, leadership, and employee performance are significantly correlated. Section 4.2.1 Determination Coefficient Test (R²) The purpose of the coefficient of determination test is to evaluate how well the model can explain the variance in the dependent variable. The ability of the independent variables to explain the variation in the dependent variable is shown by a low R² score. A number near one indicates that practically all of the information required to forecast the dependent variable's fluctuation is provided by the independent variables, (Ghozali, 2018:135).

Coefficient of Determination

Test (X1) on (Y) The results of the coefficient of determination test for Leadership (X1) on Employee Performance (Y) can be seen as follows:

Table 26. Coefficient of Determination (X1) Against (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.650 ^a	.422	.414	6.008

a. Predictors: (Constant), Kepemimpinan

Source: Data Processing Results for SPSS 26 (2024)

According to Table 4.24's coefficient of determination (R-Square) value of 0.422, the Leadership variable (X1) accounts for 42.2% of the Employee Performance variable (Y), with the remaining 47.8% coming from factors not included in this study.

Comparison of the Determination Coefficient Test (X2) with (Y) The following is the outcome of the Work Environment (X2) determination coefficient test on Employee Performance (Y):

Determination Coefficient (X2) Against (Y)

Table 27. Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 ^a	.485	.477	5.672

a. Predictors: (Constant), Lingkungan Kerja

Source: Processed Data Results from SPSS 26 (2024)

According to Table 4.25, the coefficient of determination (R-Square) is 0.485, which indicates that 48.5% of the variance in Employee Performance (Y) can be attributed to the Work Environment (X2), with the remaining 51.5% coming from factors not included in this research.

The impact of the work environment (X2) and leadership (X1) determination tests on employee performance (Y) The following are the findings of the coefficient of determination test for the effects of work environment (X2) and leadership (X1) on employee performance (Y):

Table 28. Determination Coefficient for (X1) and (X2) on (Y)

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.762 ^a	.581	.568	5.157	1.641

a. Predictors: (Constant), Lingkungan Kerja, Kepemimpinan

b. Dependent Variable: Kinerja Pegawai

Source: SPSS 26 Data Processing Results (2024)

Table 28 shows that the coefficient of determination R Square value is 0.581, which indicates that work environment and leadership together account for 58.1% of employee performance. The remaining 41.9% is caused by other factors not covered in this study, such as workspace, compensation, comfort level, etc.

Hypothesis Testing 1. Partial Hypothesis Testing

The t-test is used to determine the degree to which each independent variable affects the dependent variable. (df) $n-k-1$, at a 5% level of significance. H_0 is rejected, suggesting a strong influence between the variables, if the estimated t value is bigger than the table t value. If the calculated t value is smaller than the table t value, then H_0 is accepted, signifying that there is no apparent link between the variables. With degrees of freedom $df (n-2) = 67-2 = 65$ and a significance threshold of $\alpha = 0.05$, the table t value for a two-tailed test is 1.977.

- a. **Hypothesis Test (X1) Against (Y)** The results of the Partial Hypothesis Test of Leadership (X1) on Employee Performance (Y) can be seen as follows:

Table 29. Partial t-test (X1) Against (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.858	2.934		7.109	<.001
	Kepemimpinan	.479	.069	.650	6.896	<.001

a. Dependent Variable: Kinerja Pegawai

Source: Processed data results from SPSS version 26 (2024)

According to table 4.27, the Women's Empowerment, Child Protection and Family Planning Service (DP3AKB) in Serang Employee performance is positively and significantly impacted by the city. With a significance level of $0.000 < 0.05$, the t-value of $6.896 >$ the t-table value of 1.977 indicates that H_a is accepted and H_0 is rejected. Hypothesis (X2) Tested Against (Y) a The results of the partial hypothesis test comparing employee performance (Y) and work environment (X2) are as follows:

Table 30. Partial t Test (X2) Against (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.668	2.991		5.907	<.001
	Lingkungan Kerja	.702	.090	.697	7.829	<.001

a. Dependent Variable: Kinerja Pegawai

Source: Processed data from SPSS version 26 (2024)

Table 4.28 demonstrates that the work environment has a positive and significant impact on employee performance at the Office of Women Empowerment, Child Protection and Family Planning (DP3AKB) in Serang City. The calculated t value is $7.829 >$ the table t value of 1.977 with a significance level of $0.000 < 0.05$. Consequently, H_a is approved and H_0 is denied.

Simultaneous Hypothesis Test

In essence, the F statistical test determines whether the independent variables (X) taken together significantly affect the dependent variable (Y). If the significance value is less than 0.05 or the F computed is more than the F table, it is considered to have an impact. A F table value of 3.99 is obtained by comparing the computed F value to the table F value (at a significance level of 5% ($\alpha = 5\%$) and degrees of freedom df numerator $k - 1$ ($3-1$) = 2 and df denominator $n-k-1$ ($67-3-1$) = 63). The table below displays the findings of the simultaneous F test

between Work Environment (X2) and Leadership (X1) on Employee Performance (Y):

Table 31. Calculated F Test

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1971.733	1	1971.733	61.297	<.001 ^b
	Residual	2090.834	65	32.167		
	Total	4062.567	66			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Lingkungan Kerja

Source: Processed Data SPSS 26 (2024)

The work environment and leadership at the Office of Women Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City have a favorable and significant influence on employee performance. This is demonstrated by the calculated F value of 61.297 > the tabular F value of 3.99, which shows that H_a is accepted and H_0 is rejected at a significance threshold of $0.000 < 0.05$.

The Effect of Leadership on Employee Performance

$Y = 20.858 + 0.479X_1$ is the simple linear regression equation derived from the statistical testing findings. The following conclusion can be drawn from this equation: Employee Performance (Y) will stay at 20.858 when Leadership (X1) is zero or not improved, according to value (a), or the constant. Employee Performance will rise by 0.479 units for every unit increase in Leadership, according to the regression coefficient value (b) of 0.479 (positive), which indicates a direct influence. A strong association is shown by the Leadership variable's correlation value of 0.650, which is within the interpretation range of 0.60 to 0.79. This indicates that there is a substantial correlation between employee performance and leadership.

The Leadership variable (X1) accounts for 42.2% of the Employee Performance variable (Y), with other factors not included in this study accounting for the remaining 47.8%, according to the coefficient of determination (R-Square) of 0.422. The t-value of 6.896 > t-table 1.977 with a significance of $0.000 < 0.05$, which rejects H_0 and accepts H_a , shows that leadership has a positive and substantial influence on employee performance at the Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City. Previous research by Nahrin (2024), which shown that leadership had a large and positive impact on employee performance, supports this study. According to Arif & Setiadi's (2024) study, leadership has a noteworthy and favorable impact on worker performance. Employee performance is positively and significantly impacted by leadership, according to study by Wijoyo and Purnomo (2024).

The Effect of Work Environment on Employee Performance

A straightforward linear regression equation was derived from the statistical test results: $Y = 17.668 + 0.702X_2$. The following deductions can be made using this equation: Employee Performance (Y) will stay at 17.668 when the Work Environment (X₂) is zero or not raised, according to the value of (a), or the constant. According to the regression coefficient value (b), which is 0.702 (positive), indicating a unidirectional impact, employee performance will increase by 0.702 units for every unit increase in the work environment. The correlation value of 0.697 for the Work Environment variable, which falls between 0.60 to 0.799, indicates a significant connection. This suggests that leadership and employee performance are significantly correlated. 48.5% of employee performance (Y) is influenced by the work environment (X₂), with the remaining 51.5% originating from other variables not included in this study, as shown by the R-Square value of 0.485. With a significance level of 0.000, which is less than 0.05, the t-value is 7.829, which is more than the t-table value of 1.977. Employee performance at the Women's Empowerment, Child Protection, and Family Planning Office (DP3AKB) in Serang City is positively and significantly impacted by the work environment, as seen by the rejection of H₀ and acceptance of H_a.

The results of this study are supported by previous research by Nahrun (2024), which shows that employee performance is somewhat and greatly impacted by the work environment. According to study by Arif & Setiadi (2024), the work environment has a favorable and substantial influence on employee performance. The work environment has a positive and considerable influence on employee performance, according to Wijoyo & Purnomo's (2024) research.

4.3.1 The Effects of Leadership and Workplace Culture on Employee Performance

$$Y = 13.314 + 0.277X_1 + 0.487X_2$$

is the equation for multiple linear regression that was obtained from the outcomes of the statistical tests. The constant of 13.314 indicates that if the Leadership and Work Environment variables are both zero or do not increase, employee performance will remain at 13.314. The Leadership variable (X₁) has a regression coefficient of 0.277, meaning that if the Leadership variable increases by 1 point and the other independent factors remain unchanged, the Employee Performance variable will increase by 0.277. The Work Environment variable (X₂) has a regression coefficient of 0.487, meaning that if the Work Environment variable grows by 1 point and the other independent variables remain same, the Employee Performance variable will increase by 0.487. The correlation value of 0.762 between the Leadership variable (X₁) and Work Environment (X₂), which ranges from 0.60 to 0.799, indicates a strong link. This suggests that leadership and the work environment have a significant impact on employee performance. Together, leadership and work environment account for 58.1% of employee performance, with a coefficient of determination R Square value of 0.581. Other factors were not considered in this study. such as pay, workspace, comfort level, etc. – causing the remaining 41.9%.

At the Women Empowerment, Child Protection and Family Planning Office (DP3AKB) in Serang City, the computed F value is 61.297 > the table F value of 3.99, meaning that H_a is accepted and H₀ is rejected, with a significance level of 0.000 < 0.05. This suggests that employee performance is greatly and favorably impacted by both leadership and the work environment. The study's findings are corroborated by earlier research by Nahrun (2024), which demonstrates that employee performance is significantly impacted by both

leadership and the workplace at the same time. Arif & Setiadi's (2024) research indicates that both leadership and the workplace have a positive and noteworthy effect on worker performance at the same time. According to research by Wijoyo & Purnomo (2024), employee performance is positively and significantly impacted by both the work environment and leadership at the same time.

CONCLUSION AND RECOMMENDATION

The research findings from the Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City allow for the following deductions:

1. At the Office of Women's Empowerment, Child Protection, and Family Planning (DP3AKB) in Serang City, employee performance is positively and significantly impacted by leadership, according to the basic linear regression equation $Y=20.858+0.479X_1$. The link is substantial, as indicated by the correlation value of 0.650. The coefficient of determination is 42.2%. The t-test value is $6.896 > t\text{-table } 1.977$, and the significance threshold is $0.000 < 0.05$.
2. Employee performance at the Women Empowerment, Child Protection, and Family Planning Services (DP3AKB) in Serang City is positively and significantly impacted by the work environment, as shown by the simple linear regression equation $Y=17.668+0.702X_2$. The link is substantial, as indicated by the correlation value of 0.697. The coefficient of determination is 48.5%. The t count value is $7.829 > t\text{ table } 1.977$ with a significance threshold of $0.000 < 0.05$.
3. At the Women Empowerment, Child Protection, and Family Planning Services (DP3AKB) of Serang City, the multiple linear regression equation $Y=13.314+0.277X_1+0.487X_2$ shows that, concurrently, Leadership and Work Environment have a positive and substantial impact on Employee Performance. The correlation value of 0.762 indicates a high link, and the coefficient of determination is 58.1%. The F count value is $61.297 > F\text{ table } 3.99$, and the significance threshold is set at $0.000 < 0.05$.

Limitations of the Research

Because of the constraints they faced during their research, the researchers are aware that their study still has a number of flaws. The author lists the following study limitations at the conclusion of this thesis:

1. To ensure more thorough study results, it would be preferable to incorporate interview methods in place of questionnaires, which may result in subjective data.
2. Only the effects of two independent variables—leadership and work environment—on the dependent variable, employee performance, are examined by the researcher. Employee performance can still be impacted by a number of additional factors, including pay, job satisfaction, workload, motivation, organizational culture, and climate.
3. The author would like to make the following recommendations in light of the research's findings:
 1. The statement "Leaders are able to be assertive in making complex and difficult decisions" had the lowest average score of 3.96 on the Leadership

variable questionnaire. DP3AKB could offer workshops or training on how to make forceful and successful decisions in challenging circumstances in order to further improve leadership. Enhancing analytical and decision-making abilities will increase leaders' confidence in their ability to lead and better prepare them to handle the agency's many problems.

2. According to the Work Environment variable questionnaire results, "The atmosphere in the workplace remains maintained even with loud noise" received the lowest average score of 3.82. DP3AKB might think about improving the physical environment of the office, including installing sound barriers or upgrading the acoustic system, in order to increase comfort and focus at work. Making the workplace more comfortable will assist employees maintain their concentration in the face of outside distractions.
3. The statement "I can complete my work according to the standards set by the company" had the lowest average score of 3.87 on the questionnaire on employee performance characteristics. The current standard operating procedures (SOPs) can be assessed and improved by DP3AKB to enhance staff performance in completing work in accordance with the defined standards. giving workers more thorough instruction on job standards and pointing out any topics they might not fully understand.

FUTHER STUDY

This research still has delays, so it is necessary to conduct further research related to the topic The Influence of Leadership and work Environment on Employee Performance at the Office of Women Empowerment, Child Protection and Family Planning (DP3AKB) of Serang City in order to improve this research and add insight for readers.

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